

RECORDING · THE · ELECTRICAL · ERA

VOL. XXIX

WASHINGTON, D. C., AUGUST, 1930

NO. 8



Changes in the Constitution

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" " " 20 " " " " " \$1,510 per \$5,000.

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OFFICIAL ORGAN OF THE
**INTERNATIONAL
ELECTRICAL WORKERS AND OPERATORS**
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Magazine Chat

Toronto is the latest city to enter the publishing field, with a bright, novel and instructive local union house-organ. It is called "The Makin's"—the very name giving indication of its vivacious, vigorous character.

The number of strong articles contributed this month by our membership again calls attention to the latent writing ability among our men. Long experience with electrical formulae clearly translated into practical work by deft fingers somehow seems to fit men to hold a pen and express themselves clearly and frankly.

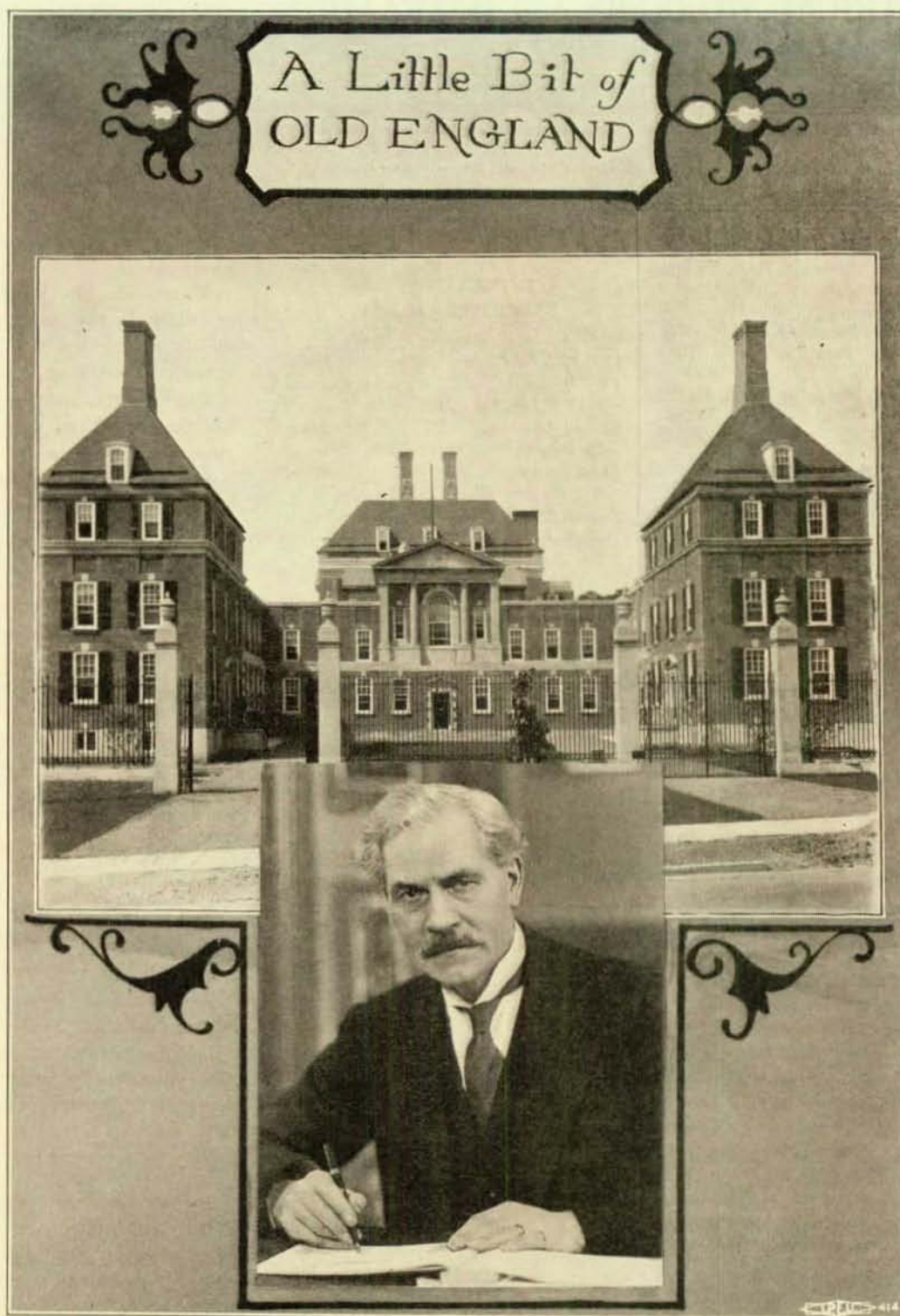
Long, superhot, droughtful weather is not conducive to letter writing. Our correspondence has fallen off. And we have been thinking all along, how bright the opportunity to pen a paragraph on the vanity of human wishes. Unemployment, depression, and now a summer that is fairly saturated with discomfort. Surely the spirit of man should not be proud.

International Labor News Service used our leading article for July "Fruits of the Five Day Week" in its news release, serving 150 labor papers.

Do our members read fiction? When: In summer or winter? What kind? Detective, love, crime, psychological or character stories. A representative, who travels widely, urges us to resume the publication of fiction. Shall we? What would you like to read? Speak, will yuh?

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ONE OF THE FIRST PUBLISHED PHOTOGRAPHS OF THE NEW BRITISH EMBASSY, WASHINGTON, D. C.—AN ARCHITECTURAL MASTERPIECE, IN HARMONY WITH THE BRITISH CHARACTER. A UNION JOB. PREMIER MACDONALD. (insert)



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Vol. XXIX

WASHINGTON, D. C., AUGUST, 1930

No. 8

Bell Strategy Reaches World Dimensions

THAT cheaply romantic figure of international news, Prince Carol of Rumania, like his mother, Queen Marie, held the center of the world stage for a little day. Then he passed with the rest of the crowd's heroes into the back pages of the tawdry record of daily events. Judged by the front page news stories, Carol's ascension was just another episode in an otherwise adventurous career, checkered by unofficial romances. American readers "ate up" the story of his "come-back" with as much avidity as they consume tales of Babe Ruth's prowess, or of Bobby Jones' sweep of British golf titles. The "news behind the news," however, scarcely was noticed as it appeared in less prominent places in the public prints. It now appears—at least it was reported in the New York Times, and other accredited sources—that King Carol had entered into an arrangement with J. P. Morgan and Company and the International Telephone and Telegraph Company, the American controlled holding company, that buys up and operates foreign telephone companies, for a loan of \$20,000,000. In return the American company was to be awarded a 20-year telephone concession. Here is the report (New York Times, June 17):

"With news that Prince Carol had returned to Rumania and would ascend the throne, it was reported in Wall Street, Saturday, that the International Telephone and Telegraph corporation would be awarded a 20-year telephone concession in the country and that the I. T. and T.-J. P. Morgan and Company offer to float a \$20,000,000 Rumanian loan would be accepted by the Bucharest government, subject to ratification by parliament.

"Confirmation of this report could not be obtained at the local offices of the international communications holding company. It has, however, been known for some time that the International Telephone interests were competing with the German-Swedish interests for this concession. The foreign group is composed of Siemens and Halske and the Ericsson Company, of Sweden, who recently completed an alliance which enabled them to obtain the Greek telephone concession.

"Two weeks ago it was reported on advices from Germany that the European telephone companies would obtain the Rumanian concession. The apparent change in attitude of the Rumanian government, coinciding as it does with the return of Prince Carol to the throne, indicates that the concession may have been the object of political consideration in the country.

"The Liberal party in Rumania, under the leadership of the Bratianu family, has been the faction most interested in keeping Prince Carol in exile. It has also been the party the most favorably inclined to Euro-

American capital aligned with American Telephone and Telegraph Company interests has penetrated to every modern country in the world. Where telephone systems are government owned, then American telephone manufacturers supply the accessories. Systems of many other countries are America dominated.

pean capital. It was recalled Saturday that with the defeat of the Liberals last year and the ascendancy of the Maniu government, American oil interests were permitted for the first time to compete for oil concessions in the country on equal terms with European interests.

"The return of Carol was interpreted yesterday as marking the termination of the Bratianu influence in Rumanian affairs."

Begins Dominance

This, no doubt, marks the beginning of the dominance of the American telephone interests in Rumania. The penetration of telephone capital into other countries of the world does not have so romantic a background. The formation of a world telephone combine has been, however, swift and sure, considering the vast ramifications of the telephone empire. How far the world telephone combine has adopted, and shall adopt the labor policies of the American

telephone monopoly has not transpired. It is known that the foreign soil is fertile ground for the propagation of automatization, cheap labor with heavy turnover, and the promulgation of high rates.

Only Ten Years Old

When President Hoover opened long distance telephone communication with South America last April, he was observing the tenth anniversary of the International Telephone and Telegraph Company. Though this gigantic holding company is headed by two Spanish brothers, Sosthenes and Hernand Behn, it is an American corporation, incorporated under the laws of Maryland in 1920, and it should be stated, though the American Telephone and Telegraph Company (Bell System) keeps well in the background, it is apparent that it is the force that is welding this world telephone combine, and this fact is not difficult to prove.

1. Two partners of J. P. Morgan and Company (Thomas W. Lamont and George Whitney) are on the board of directors of the Guaranty Trust Company, of New York.

2. One partner of J. P. Morgan and Company (Arthur M. Anderson) is on the board of directors of the International Telephone and Telegraph Company.

3. One director of the International Telephone and Telegraph Company (Clarence H. Mackay) is director of the Guaranty Trust Company.

4. Three directors of the American Telephone and Telegraph Company (James Strange Alexander, David F. Houston and Charles P. Cooper) are directors of the Guaranty Trust Company, of New York.

5. One official of the American Telephone and Telegraph Company (T. G. Miller, general manager, long lines department) is connected with the International Telephone and Telegraph Company.

The interests of this international telephone company are wide-flung. It deals in manufacturing, telephone communication, cables, and radio.

It has recently absorbed the Postal Telegraph Company and Mackay systems.

A mere enumeration of the companies and their interests throws a searching light on the combines' extent and force.

Associated and Affiliated Companies
(As at December 31, 1929.)

All America Cables, Incorporated, The, New York, N. Y.
Cuban All America Cables, Incorporated, The, New York, N. Y.
Chili Telephone Company, Limited, The, Santiago, Chile.
Compagnie des Telephones Thomson-Houston, Paris, France.



Companhia Telefonica Rio Grandense, Porto Alegre, Brazil.
 Compania Internacional de Radio (Argentina), Buenos Aires, Argentina.
 Compania Internacional de Radio, S. A. (Chile), Santiago, Chile.
 Compania Peruana de Telefonos, Limitada, Lima, Peru.
 Compania Telefonica Argentina, Buenos Aires, Argentina.
 Compania Telefonica Nacional de Espana, Madrid, Spain.
 Creed and Company, Limited, Croydon, England.

Creed Telegraphen Apparate G. m. B. H., Berlin, Germany.

Cuban American Telephone and Telegraph Company, Havana, Cuba.

Cuban Telephone Company, Havana, Cuba.

Havana Subway Company, Havana, Cuba.

Radio Corporation of Cuba, Havana, Cuba.

International Communications Laboratories, Incorporated, New York, N. Y.

International Marine Radio Company, Limited, The, London, England.

International Standard Electric Corporation, New York, N. Y.

Bell Telephone Manufacturing Company, Antwerp, Belgium.

China Electric Company, Limited, Peking, China.

Compania Standard Electric, Argentina, Buenos Aires, Argentina.

International Standard Electric Corporation of Mexico, New York, N. Y.

International Telephone and Telegraph Laboratories, Incorporated (Del.) Hendon, England.

Laboratoire International de Telephonie et Telegraphie, Paris, France.

Le Materiel Telephonique, Paris, France.

Nippon Denki Kabushika Kaisha, Tokyo, Japan.

Oesterreichische Telephon Fabrik A. G., Vienna, Austria.

Standard Electric Aktieselskap, Oslo, Norway.

Standard Electrica, S. A., Madrid, Spain.

Standard Elettrica Italiana, Milan, Italy.

Standard Telephones and Cables, Limited, London, England.

Reaches Antipodes

Standard Telephones and Cables (Australasia), Limited, Sydney, Australia.

Standard Villamossagi Reszveny Tarsasag, Budapest, Hungary.

Vereinigte Telephon- und Telegraphenfabriks Aktien-Gesellschaft Czeija, Nissl and Company, Vienna, Austria.

International Telephone and Telegraph Company, Limited, London, England.

International Telephone and Telegraph Corporation (Espana), Madrid, Spain.

Compania Internacional de Radio (Espana), Madrid, Spain.

International Telephone and Telegraph Corporation, Sud America, Buenos Aires, Argentina.

International Telephone Building Corporation, New York.

International Telephone Securities Corporation, New York, N. Y.

Mexican Telephone and Telegraph Company, Mexico City, Mexico.

Montevideo Telephone Company, Limited, Montevideo, Uruguay.

Porto Rico Telephone Company, San Juan, Porto Rico.

Radio Corporation of Porto Rico, San Juan, Porto Rico.

Postal Telegraph and Cable Corporation, New York, N. Y.

Mackay Companies, The, New York, N. Y.



WESTERN HEMISPHERE IS COMPLETELY DOMINATED BY AMERICAN-OWNED TELEPHONE AND COMMUNICATION INTERESTS.

Commercial Cable Company, The, New York, N. Y.

Commercial Cable Company, Limited, London, England.

Commercial Cable Company of Massachusetts, Boston, Mass.

Commercial Pacific Cable Company, New York, N. Y.

Mackay Radio and Telegraph Company (Cal.), San Francisco, Calif.

Mackay Radio and Telegraph Company, Incorporated (Del.), New York, N. Y.

Postal Telegraph System, New York, N. Y.

Radio Communication Company, Incorporated, New York, N. Y.

Sociedad Cooperativa Telefonica Nacional, Montevideo, Uruguay.

Standard Elektrizitats-Gesellschaft A. G., Berlin, Germany.

Mix & Genest Aktiengesellschaft, Berlin, Germany.

Ferdinand Schuchhardt Berliner Fernsprech und Telegraphenwerk Aktiengesellschaft, Berlin, Germany.

Deutsche Telephonie Aktiengesellschaft, Berlin, Germany.

Suddeutsche Apparate Fabrik G. m. b. H., Nuremberg, Germany.

Telephonfabrik Berliner Aktiengesellschaft, Berlin, Germany.

United River Plate Telephone Company, Limited, Buenos Aires, Argentina.

Compagnie des Telephones Thomson-Houston.

Companhia Telefonica Rio Grandense.

Compania Internacional de Radio (Argentina).

Compania Telefonica Argentina.

Compania Telefonica Nacional de Espana.

Creed and Company, Limited.

Cuban American Telephone and Telegraph Company.

Cuban Telephone Company.

International Communications Laboratories, Incorporated, New York.

International Standard Electric Corporation.

International Telephone and Telegraph Company, Limited.

International Telephone and Telegraph Corporation, Espana.

International Telephone and Telegraph Corporation (Sud America).

International Telephone Building Corporation.

International Telephone Securities Corporation.

Mexican Telephone and Telegraph Company.

Montevideo Telephone Company, Limited.

Porto Rico Telephone Company.

Sociedad Cooperativa Telefonica Nacional.

Postal Telegraph and Cable Corporation.

United River Plate Telephone Company, Limited.

Links Asia With Europe

One of the most recent acquisitions of the world telephone combine is one made by outright purchase, that of the Constantinople Telephone Company. This link connects Europe and Asia. Cables under the

Associated Company Stocks Owned December 31, 1929

All American Cables, Incorporated.
 Chili Telephone Company, Limited, The.



THOUGH PARTS OF THE EASTERN HEMISPHERE ARE NOT ADVANCED INDUSTRIALLY, ALL THE MODERN COUNTRIES, SAVE RUSSIA, ARE INDUSTRIAL PROVINCES OF THE AMERICAN TELEPHONE COMBINE.

Bosphorus act as the connecting medium.

In its competition with Siemens and Halske interests of Germany, and the L. N. Ericsson group of Sweden, the American unit is pushing automatic telephone systems. In view of the fact that the innovation is now being pushed rigidly in the United States, not without labor problems, it is another indication of the Americanization of the world. In Chile, connection between Bell and other large investment bankers can also be traced through the First National Bank of New York. This bank, through its chairman of the board, George F. Baker, is the heaviest stock holder in A. T. and T. Walter Gifford, president of A. T. and T., is a member of the board of the First National.

One financial manual says:

"It is the purpose of the corporation to develop comprehensive systems operated by the nationals of each country in which the corporation has become or may become interested, and to provide intercommunication between such systems as well as with the telephone systems of other countries. In 1928 long distance service was established between Uruguay, Chile and the Argentine, forming the largest interconnected system in South America; in 1929 these countries were linked with Spain through the International's newly constructed radio telephone stations; and the corporation is now engaged in developing a radio telephone service among the principal countries of South America and between those countries and the countries of North America and

Europe. During the past two years Spain was connected through other systems with neighboring European countries and with Cuba, the United States and Mexico. The Cuban American Telephone and Telegraph Company, owned jointly with the American Telephone and Telegraph Company, operates the submarine telephone cables connecting Cuba and the United States.

"The number of telephones in the systems operated by the corporation's associated companies has increased from approximately 50,000 in 1922 to over 585,000 at December 31, 1929, as a result of the installation of additional telephones in existing systems and the acquisition of additional properties. The field for the extension of the corporation's activities is to some extent indicated by the fact that at the end of 1929 there were approximately 20,000,000 telephones in use in the United States, while the latest available statistics indicate that the number in use in Europe was only about 9,600,000 and in South America about 550,000."

A thousand lines of manual type telephone were replaced by automatic in 1929.

Cheap Labor Policies

The propaganda, which precedes automatic installation, is the same as that used in the United States. The telephone company poses as a guardian of modern methods. The automatic system is designated as modern, progressive and the manual system as old-fashioned, antiquated. This line of innuendo was taken against U. S. Senators when they recently voted the dial tele-

phones out of the Senate side of the capitol. Ridicule was heaped upon them as childish, old-fashioned, incompetent. The truth is dial telephones have not been proved more efficient from the subscriber's point of view. They are more efficient in making money for the telephone company. Every subscriber becomes an employee of the telephone company. Rates do not decline, but continue their upward progress.

This appears to be the road chosen by the world telephone combine. Profits increase as mechanization advances. In 1928, the I. T. and T. paid \$2.46 a share, and in 1929 \$3 a share.

One of the most important buys made by the American-controlled unit was that of the International Western Electric Company, a manufacturing firm, from the A. T. and T. Its name was immediately changed to International Standard Western Electric. In those countries where governments own and operate the telephone industries, the International Standard Western Electric usually supplies the equipment.

Much has been written about the Americanization of the world. America is a great industrial nation, and has brought industrialism to a pitch of power unsurpassed by any other nation.

This is good. But whether Europe and the world will profit by extending the faults of America's industrialism is a question. The Bell telephone system is the largest corporation in the world. It is the moving spirit in the world telephone combine. Its labor policies at home are anti-social. It is displacing thousands of telephone workers without consideration for the consequences upon general employment conditions. It pays very low wages. It steadily increases its rates. It resists regulation. Whether these bad policies are going abroad with American inventive and organizing genius is the concern of every American citizen.

Ocean Depths Have Violet Daylight

Levels of the ocean provided with violet-colored daylight, like a scene in the theatre illuminated with the purest violet light, are reported by Dr. Henry Fairfield Osborn, of the American Museum of Natural History, as a recent discovery of the expedition of the New York Zoological Society now exploring the ocean off Bermuda. Dr. William Beebe, leader of the expedition, and Mr. Otis Barton have made 15 deep-sea dives. Dr. Osborn reports in a communication to the New York City scientific periodical, "Science," some to depths of over 800 feet, using the new steel diving sphere, constructed by Mr. Barton. Windows of clear, fused quartz withstood the outside water pressure of over 600 pounds to the square inch and permitted Dr. Beebe and Mr. Barton to look out. Close to the sea's surface, they found, the light was ordinary daylight but as the sphere descended all red and yellow colors of the spectrum faded out completely. Next the blue colors faded, leaving nothing but the pure violet rays at the extreme end of the spectrum where the wavelengths of light are shortest. At depths of 700 feet and below the outside world of water still seemed to glow dimly with these extreme, almost colorless violet rays. The effect is due, physicists explain, to the action of tiny suspended particles in the upper layers of the water and even of the water molecules themselves in absorbing the rays of red and yellow and of the spectrum while allowing some of the violet rays to pass.

COMMENT

By

PRESIDENT BROACH

ANY man who feeds the popular, soft, easy-to-take junk—to readers or hearers—is no better than the one who poisons horses.

Any fool who "leaves it to the members to decide" is not fit to represent a labor union. One just did it. His men were butchered. His organization was wrecked. Now he blames them. He was too spineless to tell them what they should do and insist they do it. He said he thought he was being "democratic." How disgusting!

How can any one respect such straddlers? They are traitors to those they represent. They follow the "easy way"—which often is the most harmful way. Men expect to be told what they should do. That's what they pay their leaders for. Any one who hasn't sense and courage enough to take a decisive, sensible stand on every important question before his group, is either a leech or a coward.

Soft twaddle about democracy is good stuff for speeches. Patrick Henry's speech—"Give me liberty or give me death!" was great for a crowd. But Patrick was the owner of 20 slaves. At his death he willed them to his wife.

Why loosely use the word democracy? Let's say management! Management may be either democratic or autocratic. It's autocratic when it works only for the manager. It's democratic when it works in the interest of the group, with constant communication with and intelligent reporting to the group.

Here's one difference: The non-union man has no one to blame when out of work. The union man can blame his officers. There's at least some satisfaction in that.

These changes have been made:

Harry P. Brigaerts, the successful young Business Agent of San Francisco, has been appointed to succeed T. C. Vickers, Vice President of the Pacific Coast District. Vickers has resigned.

Harry W. Bell, International Representative, has been appointed Vice President of the new district consisting of Montana, Idaho, Wyoming, Utah and Colorado.

Arthur Bennett, International Representative, has been appointed Vice President of the new district consisting of Ohio, West Virginia, Virginia, North Carolina, Tennessee and Kentucky.

A. Wilson, Building Trades Council Business Agent, Miami, Fla., has been appointed Vice President of the new district consisting of South Carolina, Georgia, Florida, Alabama, Mississippi and Louisiana.

Edward D. Bieretz, Baltimore, has been made an Assistant to the President. The problems of this institution are so many, so varied and complex, that we need a dozen such men.

Here's a typical case. It's a small midwest town. There are 9 union contractors—19 non-union. Union men formerly did the maintenance, repairs and jobbing. Now it's non-union. The union cannot compete. No other trades to give support. It's the old story—men hoping to do the impossible.

The officers recommended action. Members refused—but they hammered officers at election time for not getting results. Pride was the stumbling block. The members simply "could not" do maintenance, repair and jobbing for less than their wiring scale. But they "can" walk the streets and yell to the heavens. And they "can" allow non-union men to grow in numbers. They "can" finish the new job and go off and leave all the rest to the non-union men. Will men ever get down to brutal actualities before it's too late?

Isn't it better to furnish a class of men to contractors to do maintenance, repair and jobbing—at a fitting scale—than to walk the streets loaded with false pride? Many unions have just enough members to take care of construction work. They pay attention to nothing else. When there is a rush for men, they give permits to non-unionists. When the rush is over they take up the permits and such men go back to the non-union field. The incubators turn them out by the wholesale. Wise men always face the inevitable before it's too late.

This issue carries changes made by the Special Constitution Committee. No attempt to do the impossible was made—no attempt to please everybody—nor to evade, bargain, trade or compromise. But get ready to hear the "ifs," "buts" and "however's"—and the cries about "dictatorship"—"too much power" and whatnot!

No, faultfinders will not take time to learn the necessity for each change. Most men are not interested in knowing facts and in dealing with actualities. They value their guesses and "opinions" more highly. But the noise will soon fade away. Faultfinders will then be hammering at something else. They can't seem to help hammering. It has always been thus.

Why any reasonable person should be displeased when I point out the shortcomings of the crowd, I do not see. It's no reflection on any individual. A men-

tal giant can enter a crowd and become a child or beast. I am dissecting crowd behavior.

Crowd behavior is not individual behavior. It cannot be. It's more clumsy, more emotional, therefore more thoughtless. But this does not mean that individuals composing the crowd are clumsy, emotional and thoughtless as individuals. Why can't men see these plain facts, and understand that management must not be clumsy, emotional and thoughtless? It must be competent, stable and intelligent.

"HALF CHILD, HALF BEAST"

A CROWD—it's the most interesting study you can make. How they love to think themselves something they are not! How easily they become upset, twisted and confused. They are self-deceivers supreme. Hugo described them as "half child, half beast." Maybe he exaggerated—but he expressed truth.

A crowd—any crowd—can be made quickly to forget all facts, sense and reason. An appeal to selfishness, or prejudice—or a speech arousing natural fears—quickly blinds any crowd. The average individual in the crowd feels utterly no responsibility for what happens. He's not the same human anyway. Conditions prevailing—and certain forces at work—make him an entirely different creature after he joins the crowd.

You can usually reason with a man alone. But reason departs the minute he joins a crowd. With the crowd, he imagines himself all powerful, all wise. But don't blame him. It's the effect of the crowd—certain forces and conditions.

There's little difference in crowds. They all react to known laws. The same influences that move audiences of wage workers, also move audiences of preachers, doctors, lawyers, bankers and others. All crowds insist on being told what they like to hear—the sweet, pleasant things—not what they need to know. But they won't admit it. They will believe only what they like to believe. They despise brutal actualities. Fact and truth go hard. It's like bitter medicine to a child. It wounds vanity and conceit.

Crowds demand they be flattered—because they are victims of sentiment, vanity and self-deception. They listen wearily and impatiently to common sense. They will hoot and howl you down when you fail to handle truth and sense with caution—when you are not careful how you tell them unpleasant things.

Crowds by nature are suspicious, superstitious, con-

ceited, spookladen and bunkridden. Most crowds love bunk—because most individuals are saturated with it.

Most men become intoxicated the moment they face a crowd. A crowd seems to have the same effect upon them as bad liquor. Applause seems to send their brains into a whirl. Judgment disappears. Many act like fools and drunks and go all to pieces.

You may want to win the applause of crowds. But just think of this: A crowd is just as whimsical—just as fickle and changeable—as a child. It'll worship you one minute and tear you to pieces the next. It'll proclaim you "great"—and then howl for your head.

While the crowd insists upon your flattering it—and avoiding brutal actualities—yet if you do the very thing the crowd wants, it soon loses respect for you. The man who plays to hands instead of the heads soon becomes disgusting to the very audience that applauds him.

If you want to retain the respect and confidence of a crowd you must cautiously play to men's heads. You will quickly go down when you try to give a crowd all it wants. The crowd will sicken of you—the same as a child becomes sick when it gets all the candy it wants.

The man who gives the crowd all it wants—all sweet, pleasant things—is no better than the druggist who peddles dope because weak men insist on having it.

So, if you want to last with a crowd, stick to sense and be content with a small measure of praise or applause. Don't seek it. If you earn it, you will get it. By all means, display common sense—but display it with a little caution. Leave the rest to fools and quacks.

H. H. Broach

HERE ARE CHANGES

The Special Constitution Committee has completed its work. Copies of the revised constitution are being distributed. It embodies progressive, modern regulations. Its language is simple.

All red tape has been cut. Conflicting parts have been clarified or eliminated. All provisions are clear and distinct—nothing remains that is vague or evasive. Divided responsibility and authority have been removed. These have been placed where they belong—and more authority created where needed.

The constitution has been reduced by approximately 5,000 words—or 21 pages. This probably means that the chances for misunderstanding have been reduced by at least 5,000.

The Committee—with the International President and Secretary—were fully conscious of their responsibility to the membership. No advantage was taken—no betrayal of confidence.

The referendum remains the same. The amendment to appoint Special Committee with power to make changes was not put in the new laws.

There is no increase in per capita tax—no increase in salaries or expense allowances for officers.

The next convention is to be held as scheduled.

The Committee knew that many thousands would

criticize their work—not understanding just why “this” or “that” was done—and some not caring. They knew it is one of the qualities of human nature for men always to say they could do the job better than the ones who did it. Evidence of this quality in men is found in every sphere of human activity.

The Committee—with the two officers—were fully conscious that many of the critics would be those whose failures are outstanding, those who prefer to talk rather than work. Then, there are the suspicious minded who question the motives of others by thinking of the advantages they would have taken if they personally had the chance. Then, too, there are those who fear everything new. They love yesterday. They have fear for today and expect calamity for tomorrow.

No consideration was given to this class of members—rather the Committee and the two officers were concerned only in providing progressive, sensible and business-like laws for the membership—the intelligent ones who are looking forward to improvements and not glancing backward at mistakes.

We now have a standard set of laws, as far as such is possible.

THE MOST IMPORTANT CHANGES

Only the most important changes are outlined below. It's your duty to read the revised constitution for all details:

There are to be no more passwords, signs or signals used. The days of secrecy, ceremony and mystery are behind us. The official dues receipt is to be used for identification.

The Fourth Vice Presidential District was too large—so a new one was created, consisting of South Carolina, Georgia, Florida, Alabama, Mississippi and Louisiana.

The Seventh District (Pacific coast) was also too large, so a new one was created, consisting of Montana, Idaho, Wyoming, Utah and Colorado.

This makes 10 vice presidents—nine from districts and one to attend to railroad matters. The new directory of officers in the constitution—and in the JOURNAL—gives names with districts. For changes made in other districts, see the constitution.

New powers of International President are as follows:

To suspend the card and membership of any member who, in his judgment, is working against the welfare of the

I. B. E. W. in the interests of any group or organization detrimental to the I. B. E. W. (practically same as old), or for creating dissension among members or among local unions, or who interferes with, or tries to prevent the carrying out of decisions rendered by proper International authority.

To either suspend or revoke the charter of any local union (same as old)—or have the International Secretary reject the per capita tax from any local union that fails—or refuses—to observe the laws and rules of the I. B. E. W., or decisions rendered by proper International authority.

To take charge of the affairs of any local union when in his judgment such is necessary to protect or advance the interests of its members and the I. B. E. W.—and to suspend any local officer or member who offers interference in such cases. (This wording was substituted for “He shall regulate any controversy or difficulty that may arise between local unions or members of local unions and the I. B. E. W.”)

To remove or suspend any local officer, representative, appointee or agent—or any officer, general chairman or representative of railroad councils—for incompetency, non-performance of duties, or for failure to carry out the provisions of our laws—or for putting into effect or allowing to be put into effect—practices, policies or rules not having approval of the International—or for failure to observe or carry out instructions or decisions. (When any officer, representative, appointee, agent or railroad general chairman is removed by the President, he can fill such vacancy by appointment.)



H. H. BROACH
International President

CONSTITUTION COMMITTEE



G. M. BUGNIAZET
International Secretary



CECIL M. SHAW
Toronto



C. M. FEIDER
Los Angeles



H. P. BRIGAERTS
San Francisco



B. E. SYESTER
Des Moines



J. J. DUFFY
Minneapolis



IRVIN KNOTT
Chicago



LOUIS INGRAM
Ft. Worth



JOHN J. REGAN
Boston



JOHN BRADLEY
Pittsburgh



T. L. ELDER
Atlanta



FRANK WILSON
New York

To levy an assessment at any time on the membership for the employment of organizers or representatives to organize and protect the jurisdiction of the I. B. E. W., and to protect or advance its interests, and to carry out educational plans or for legal controversies. (Don't worry about any assessment being levied until absolutely necessary to get results.)

(The President has for years had most of these powers—with others—but all of them have been more clearly stated so there can be no misunderstanding or misinterpretation. Have no fears. Know the facts. Wait until there are any abuses before you complain.)

"Local unions already organized shall pay to the International 50 per cent of the admission or initiation fees collected from all new members—but the maximum fee to the International shall not be more than \$60."

"Local unions levying an assessment or tax on members who work overtime shall pay 15 per cent to the International of all such payments collected. Each such local union shall use special triplicate receipts furnished or approved by the International when collecting such assessments."

"The International has the right and power to divide or change the territory or jurisdiction covered by any local union—or to take charge of and direct certain jobs or projects in, or passing through any territory—when in the judgment of the International such should be done."

(This is not a new power—but it has been more clearly defined so there can be no question raised.)

"The International has the right and power to merge or amalgamate local unions in any community or section where the facts, developments or conditions—in the judgment of the International—warrant such action, also to decide the terms or details of any merger or amalgamation when the local unions involved cannot or do not agree."

(Neither is this a new power. It has simply been clearly defined.)

"When a local union does not organize or protect the jurisdiction or territory awarded it, then its charter may be suspended or revoked by the International and a new local union established or the jurisdiction or territory awarded to another local union or local unions."

The per capita tax of railroad councils shall not be less than \$1 a month from the members of railroad local unions to such councils.

When the International deems it necessary to protect or advance the interests of I. B. E. W. members on railroads—or to organize or protect their jurisdiction—the International has power to require such councils to employ a full time General Chairman or a sufficient number of Assistant General Chairmen to cover the jurisdiction or territory involved.

General Chairmen of railroad councils shall be held responsible to the council and to the International for results in organizing their territory, for establishing friendly relations with representatives of railroads, and in protecting the jurisdiction of the I. B. E. W.

Where such a railroad council has more than one General Chairman, or Representative, one shall be elected to be in full charge. He shall appoint any additional chairmen, representatives or assistants, and these shall work directly under him and be subject to his authority. He may discharge them at any time.

The charter of any railroad council shall stand automatically cancelled and its officers and General Chairman shall stand automatically expelled from the I. B. E. W.—should it start action in a court of law against the I. B. E. W.—or against the decision of any International Officer or the International Executive Council—until it has first exhausted all its remedies within the organization.

The charter of any local union shall stand automatically cancelled, should it start action in a court of law against the I. B. E. W.—or against the decision of any International Officer until it has first exhausted all its remedies within the organization. Any officer or member who participates in, or who is a party to such court action shall stand automatically expelled.

No local union shall meet more than twice monthly unless specially called. Special meetings may be called only by the business manager, Railroad General Chairman or the local executive board.

"Each local union shall adjourn its meetings not later than 11 p. m. prevailing time—and no other meeting shall be held on the same day or night. Any action taken after this hour shall be null and void. Any one presiding over the meeting shall be held personally liable and subject to penalty by the International for permitting violation of this provision."

"No local union shall allow any member who becomes an electrical employer—or a partner in an electrical employing concern—to hold office or attend any of its meetings, except by consent of the International. The local union shall allow such a member to continue his membership in the local union or take a transfer card for deposit in the International, when it is decided he cannot attend meetings."

"All by-laws, amendments and rules—all agreements, jurisdiction or otherwise—of any kind or nature, shall be submitted in duplicate form to the International for approval. No local union shall put into effect any by-law, rule or agreement of any kind without first securing such approval. All these shall be null and void without such approval. The International has the right to correct any by-laws, amendments, rules or agreements to conform to the constitution and the policies of the I. B. E. W."

All local by-laws or rules in conflict with the revised constitution are null and void.

"After an apprentice or helper has worked six months under the supervision or jurisdiction of a local union, he shall be admitted or initiated into the I. B. E. W. and the local union must send to the International the same amount of per capita tax for such apprentice or helper as is sent for journeymen."

(However, this section shall not apply to or affect outside or linemen's local unions or those working under their jurisdiction.)

The local union is to decide whether or not helpers and apprentices may attend meetings of the local. "But they shall have no voice or vote at meetings or elections."

(This should eliminate a great deal of confusion, turmoil and politics in most local unions.)

"Whenever the International deems it necessary to protect or advance the interests of a local union and the I. B. E. W.—or to organize and protect its jurisdiction—the International may require the local union to employ a sufficient number of representatives to cover the jurisdiction or territory involved."

The constitutional officers of each local union are: President, vice president, recording secretary, financial secretary, treasurer, an executive board of not more than seven nor less than three members, and an examining board of not more than five nor less than three members.

Those local unions that require a business representative, or representatives, must elect one person to be known as business manager. He also is to be considered a constitutional officer. "He is to appoint any and all other representatives or assistants. These shall work directly under him and be subject to his authority. He may discharge them at any time."

The local president is to appoint a press secretary, and as many inspectors and door foremen as he deems necessary. "They are to perform such duties as he directs. He may remove any of them and appoint others at any time."

No other local union offices are to be created without consent of the International.

All local offices not stated above are abolished. The offices of trustees, for instance, are abolished. The local president is either to appoint an auditing committee—of three members, or a public accountant is to be employed—to audit the books and accounts every three months.

If a local now has more than seven members on its executive board, then the manner of reducing the board to the required number is to be decided by the International President until the next regular election.

If a local now has more than one elected business agent or representative, then the manner of selecting a business manager to conform with the new law, is to be decided by the International President until the next regular election.

All nominations and elections are to be held in the month of June—every two or four years. Only journeymen in continuous good standing at least two years in the local union are eligible for office, provided the local has been in existence for this time. "When it is impracticable or impossible for a local union to elect officers with the required standing, the International may grant special dispensation."

Any vacancies are to be filled by the local executive board until the next regular election, except when filled by the International President.

"No officer, or Railroad General Chairman, shall use or allow any one to use the mailing list of members to communicate regarding union politics or candidates for union office. Any officer having such list shall be held personally liable for its misuse."

"The local president is to be held personally liable and subject to penalty by the International President for failure to conduct orderly meetings and to carry out the duties and responsibilities imposed upon him. When he deems it necessary to preserve order he is to appoint members to aid him in doing so, and in carrying out his rulings."

The local president "shall have promptly removed from the meeting room any intoxicated member—any disturber—or anyone not conducting himself in a gentlemanly way or who disturbs the harmony or peace of the meeting—or who fails promptly to abide by his rulings or the action of the meeting. He shall suspend from attendance at all meetings, any member who commits any of these offenses—but such suspension shall not be for more than three months at a time. He shall repeat as often as he deems proper the sentence of suspension on any persistent offender—and he shall see to it that such suspended member shall not be allowed to enter the door of the meeting by the foreman, or foremen, during such suspension."

Members have the right of appeal to the meeting from any ruling of the chairman—but not when a question of law is involved.

The local president "shall appoint all committees—act as an ex-officio member of all committees—appoint all delegates to central labor unions and to building trades councils (where the local has a business manager, then he and any of his assistants shall be named by the president to the Building Trades Council)."

Where a local union has a business manager he "shall be held responsible to the local union and to the International for results in organizing his territory, for establishing friendly relations with employers, and in protecting the jurisdiction of the I. B. E. W."

"He shall attend all meetings of the executive board and have a voice but no vote."

The local executive board "shall have the power to take any action that the local union can take, and which should be taken prior to the next regular meeting of the local union."

The executive board is to "act as the trial board and hear all charges and try all members for violation of the constitution, or the by-laws and working rules of the local union—except officers and representatives."

When charges are filed against any executive board member, any local officer or representative—or against an officer, Railroad General Chairman or Representative of railroad councils, the International Vice President shall pass upon or determine such case or cases, with the accused always having the right of appeal.

"The International Vice President may require that all evidence, testimony or statements be submitted to him in writing for review, decision and sentence (if any) or he may hear the case in person. If he so decides, he may appoint a referee, who may or may not be a member, to take testimony and report to him."

No executive board member "shall sit in a case in which he is directly interested or involved, or which affects his own employer, or which involves a member working for the same employer. In such a case the board member shall be disqualified and the president of the local union shall appoint a substitute or substitutes. If the president is a member of the board and is disqualified, then the vice president shall appoint a substitute or substitutes. If the vice president is also disqualified, then the substitute or substitutes shall be named by the remaining board members."

When the executive board—which is to be the trial board—"has reached a decision, it shall report its findings and sentence, if any, to the next regular meeting of the local union. Such report or action of the board shall not be discussed or acted upon by the local union. The action of the trial board shall be considered the action of the local—and the report of the board shall conclude the case or cases, except for the accused having the right of appeal to the International Vice President, then to the International President, then to the International Executive Council, and then to the Convention. However, the board may reopen and reconsider any case or cases when it feels the facts or circumstances justify doing so—and it shall do so when directed by the International Vice President or President."

Monthly dues for journeymen shall not be less than \$3—nor less than \$2.50 for apprentices and helpers.

"When an increased wage is obtained, dues to the local union shall automatically be increased monthly to an amount not less than the daily increase received. This automatic increase in dues shall become effective the first of the month following the date of each wage increase—and the financial secretary shall be held personally liable and subject to penalty by the International for failure to collect the increased dues. No vote of the local union is necessary. This shall not prevent local unions from increasing their dues at other times." (This rule may be waived by the International in any exceptional case when good cause is shown.)

The admission of an applicant for membership must be completed within 90 days of his making application.

"No member shall work in the jurisdiction of another local union until his traveling card has been accepted—or he receives a working card or permit—except by consent of the International in special cases—and except in cases where local unions allow their members to work, by agreement or understanding, in the jurisdiction of each other."

The five-year traveling card provision remains.

However, "No local union shall refuse to promptly accept the card of and readmit any member who once belonged to such local union, provided he has maintained his continuous good standing in the I. B. E. W. while absent from such local union and did not transfer to another branch of the trade."

"Nor shall a local demand or collect any difference in admission fee from a member who has once been a member in such local union and who has maintained his continuous good standing in the I. B. E. W. during his absence from such local union."

The old provision which permitted a local union to refuse to accept traveling cards when temporary or unusual conditions developed where extra men were needed, has been eliminated.

This provision now reads:

"Any local union which has 10 per cent of its members out of work shall not be required to accept traveling cards during such period of unemployment * * * and any local union in recognized difficulty shall not be required to accept such cards during such difficulty or for 90 days after it is settled."

"(A recognized difficulty is one that was sanctioned by proper International officer at the time the difficulty was declared.)"

However, no local union "shall refuse to promptly accept the card of or readmit any member who once belonged to such local union" regardless of the number of men out of work.

Withdrawal cards "can be annulled by any local union or by the International for violation of laws of the I. B. E. W. or the by-laws or rules of any local union—or for working with or employing non-members of the I. B. E. W. to perform electrical work—or for any action of the holder detrimental to the interests of the I. B. E. W."

"Any member violating his obligation and resorting to a court of law for redress for any injustice he may believe has been done him by the I. B. E. W., or any of its local unions—until he has first exhausted all his remedies through all the courts within the I. B. E. W.—shall stand automatically expelled and without rights of any kind."

Any member may be penalized for committing any one or more of the following offenses: (Only the new and most important offenses are quoted):

Urging or advocating that a member, or any local union, start action in a court of law against the I. B. E. W. or any of its officers, or against a local union or any of its officers, without first exhausting all remedies through all the courts of the I. B. E. W.

Publishing or circulating among the membership—or among local unions—false reports or misrepresentations.

Sending letters or statements, anonymous or otherwise—or making oral statements—to public officials or others which contain untruths about, or which misrepresent a local union, its officers, representatives, officers or representatives of the I. B. E. W.

Creating or attempting to create dissatisfaction or dissension among any of the members, or among local unions of the I. B. E. W.

Working in the interest of any organization or cause which is detrimental to—or opposed to—the I. B. E. W.

Attending or participating in any gathering or meeting whatsoever—held outside meetings of a local union—at which the affairs of the local union are discussed, or at which conclusions are arrived at regarding the business and the affairs of a local union, or regarding local union officers, or a candidate or candidates for local union office.

Mailing, handing out, or posting cards, handbills, letters, marked ballots or political literature of any kind—or displaying streamers, banners, signs or anything else of a political nature—or being a party in any way to such being done in an effort to induce members to vote for or against any candidate or candidates for office in a local union, or candidates to Conventions.

Soliciting advertising for year books, programs, etc., when the name of a local union or the I. B. E. W.—or the names or pictures of local or International officers appear in such matter without consent of the International. Any member, any officer or representative of any local union—or state association, board or other organization of electrical workers, shall be held liable for allowing individuals or agencies to solicit such advertising without consent of the International or for in any way violating this provision.

Failure to install or do electrical work in a safe, workmanlike manner—or leaving work in a condition that may endanger the property, or safety and lives of others—or proving unable, or unfit mentally, properly to learn the electrical trade.

Any member convicted of any one or more of the above-named offenses may be assessed or suspended, or both—or expelled—or removed from the place in which he is employed.

If an officer or representative of a local union—or an officer, General Chairman or Representative of a railroad council—is convicted of any one or more of the above-named offenses, he may be removed from office or position—or assessed or suspended, or both—or expelled.

All appeals must be taken within 30 days.

"No appeal for revocation of an assessment shall be recognized unless the member has first paid the assessment, which he can do under protest. When the assessment exceeds \$25, payments of not less than \$20 in monthly installments must be made. The appeal will be recognized after first payment is made."

"When a decision has been rendered by the International Vice President it shall become effective immediately."

No appeals are to be recognized unless the party or parties appealing have complied with the decision appealed from.

This new provision appears under "Jurisdiction":

"Keeping in mind progress for the I. B. E. W.—and that all electrical work be done by its members—it is impractical to classify or divide jurisdiction of work in every detail between the various branches in this organization to meet all situations in all localities. Therefore, the classifications and divisions outlined below are necessarily of a general nature—and local unions whose trade jurisdiction with other local unions of the I. B. E. W.—or whose agreements—are harmonious and conducive to the progress of the I. B. E. W., shall not be disturbed. But when harmony and progress do not prevail—or when disputes arise—the International shall determine what local union will do certain work or jobs, consistent with the progress and best interests of the I. B. E. W. in obtaining and controlling the work in question."

There is no change in jurisdiction as between the various branches. No jurisdiction has been taken away from one branch and given to another. But the language has been materially reduced and simplified to avoid disputes and misunderstandings.

A new provision has been made for "radio engineers, operators, installers, inspectors, maintenance and repair men engaged in the application of electricity to the transmission and transference of voice, sound and vision with ethereal aid."

WE REPEAT:

IT IS YOUR DUTY TO OBTAIN AND STUDY THE REVISED CONSTITUTION. ONLY THE MOST IMPORTANT CHANGES HAVE BEEN GIVEN HERE. THERE ARE NUMEROUS OTHERS. YOU SHOULD KNOW ALL THE DETAILS. DON'T GET TWISTED. KNOW THE FACTS.

Life of Great Railroad Colorfully Recorded

FRIENDLY rivalry of great cities led to the establishment of three great railroad systems—the New York Central, the Pennsylvania, and the Baltimore & Ohio. Great cities clinging to the Atlantic coast, and viewing the rich, undeveloped, almost inaccessible Ohio and Mississippi valleys. Great cities, almost wistful in their first attempts to push over and beyond the uprising of the Appalachians. Great cities which manifested early those qualities which we have come to accept as typically American, courage, determination, resourcefulness, inventiveness. Caravans from New York City, the metropolis, crept up the valley of the Hudson, then out across the Mohawk valley, and beyond, which 500 miles was finally spanned by the Erie Canal. Later the railroad followed the waterways. The Pennsylvania, which gave Philadelphia access to the rich middle lands, was also preceded by canals. Baltimore was not the least of these cities. It had a rich commercial inpouring, brought to it by the National Pike, stretching from Indiana through Columbus, Wheeling, Cumberland, and Frederick. (This highway now brings millions of tourists to the Atlantic seaboard.) But, after 25 years of supremacy, this great highway dropped back in competition with canals. What was Baltimore to do to maintain commercial supremacy? A group of business men decided upon a railroad—a railroad, first, that would draw stage coaches on iron rails by horsepower. From the beginning, the discussions, the searchings, the stock sales, the organization was peculiarly democratic. It was a great community project—even a great state project. Maryland brought a large block of stock as a state. Fifteen thousand shares were issued, and oversubscribed. The Bal-

More interesting than a novel is Edward Hungerford's "The Story of the Baltimore & Ohio Railroad." This great system early manifested progressive practices. Its first policies predicted its present-day advanced railroading.

timore & Ohio was born amidst great popular excitement. Let it not be supposed that these colonial people did not feel the pulse-beats of onrushing technological progress. They did. They felt the thrill of being a part of a great new civilization, as much as any twentieth century apostle of radio and television. And the whole population took an interest in, and felt a part of the new railroad.

The story of the Baltimore & Ohio is a story of pioneering. The engineers, from the beginning did not imitate England, where George Stephenson had first harnessed steam, but adopted, invented and originated. The problems of grading, erecting bridges, of slow evolution of the locomotive, become under Hungerford's pen an absorbing narrative. The first railroad of the United States had progressive leadership; it had ideals; standards; it built great traditions. After it had been operating less than 10 years the American Railroad Journal (1835) said of the young Baltimore & Ohio:

A Railroad University

"It will not be saying too much, we are sure, to nominate them the Railroad Uni-

versity of the United States. They have labored long, at great cost, and with a diligence that is worthy of all praise in the cause, and what is equally to their credit, they have published annually the results of their experiments, and distributed their reports with a liberal hand that the world might be cautioned by their errors and instructed by their discoveries. Their reports have in truth gone forth as a textbook, and their road and workshops have been a lecture room to thousands who are now practicing and improving upon their experience. This country owes to the enterprise, public spirit and perseverance of the citizens of Baltimore a debt of gratitude of no ordinary magnitude, as will be seen from the president's report in relation to their improvements upon and performances with their locomotive engines, when compared with the performances of the most powerful engines in Europe, or rather in imagination, in 1829, only six years ago."

Of course this is the spirit which allowed the Baltimore & Ohio to pioneer in the sphere of industrial relations nearly 100 years later. Daniel Willard, the ultimate president of the railroad, was a B. & O. man. What his attitude toward the railroad and toward his associates, the 70,000 workers is, is told thus:

"He had come to a road famed among its contemporaries for the long service and the loyalty of its workers. For two and three and four generations of a family to work for the road is no unusual experience for Baltimore & Ohio. Certain Maryland families—Galloway and Spurrier and Beaumont are typical of these—have been upon its payrolls almost since the first small horse-drawn train began its daily pilgrim-

(Continued on page 485)



BALTIMORE & OHIO COACHES ALONGSIDE OF TRAINS IN JERSEY CITY. THESE COACHES QUICKLY DISTRIBUTE PASSENGERS TO KEY POINTS ON MANHATTAN AND BROOKLYN, ANOTHER INDICATION OF THE ADAPTABILITY AND RESOURCEFULNESS OF THE B. & O. MANAGEMENT.

Vital Work of Railroad School Bureau Told

By D. C. BUELL, Director, Railway Educational Bureau

THE era in which we are living is recording the most significant scientific, mechanical and industrial development the world has ever seen or even dreamed of. New standards are being set, new methods introduced and new ideas are continually crowding out old theories. Industry is being revolutionized and the increase in mechanical power is well nigh inconceivable. Twenty-five years ago the total mechanical power available in the United States was 25 million horsepower. Today we have something like 570 million horsepower. The electrical industry alone has contributed 75 per cent of this increase and is growing by leaps and bounds.

If we are to keep pace with this modern progress and to, by right thinking, keep control of this mighty development of which we are a part, we must engage in an educational program, for our young men, to enable them to carry on. This ideal is the goal for which the Railway Educational Bureau is striving in the educational program which has been inaugurated by the bureau, in its co-operation with the various railroad companies in apprentice training.

Relatively little had been done on our railroads in training apprentices, until the inauguration of the bureau's plan a few years ago. Apprentices were considered a necessary evil and as such their opportunity for practical experience was limited to the extent of their own aggressiveness in seeking to learn new jobs. No attempt was made to teach the apprentice anything about the theory of his work, and to teach the apprentice citizenship, discipline or analysis was unheard of.

Higher Training Demanded

There is a very definite trend toward a recognition of the possibilities of apprentice training, with a co-ordinated

Standards For Electricians High

By D. C. BUELL

Railroad electricians in addition to the ordinary installations of circuits for the lighting of shops and offices, call bell work, etc., have a multiplicity of special duty work. A large shop usually has its own power house. Railroad shops, similar to other industrial plants, have individual motor drives on the majority of machines, thus involving a nicety of calculation for power requirements, circuits, controls, etc. Electrical welding is a very important factor in railroad work and brings to the railroad electrician all the problems involved in the electrical service for this art. Then there are the problems of car lighting, electric headlights for locomotives, radio installations on trains, intercommunicating telephone installations, etc.

Closely allied electrically but handled by a different organization are the extremely complicated signal and automatic train control circuits and installations, electrically operated interlocking plants, highway crossing warning signals, the telephone and telegraph lines for train dispatching and long distance message work, and the still more recent development of telephone service from moving passenger trains.

The problem of electrical refrigeration for dining car equipment, as well as for freight train equipment to handle perishable products is also under development.

Work Varied

These are but a few of the applications of electricity that a railroad electrician may be called upon to install or maintain.

The electrical apprentice on a railroad is usually found in the shop and comes under the shop craft agreements. He has four years' time to gain practical experience while doing the miscellaneous installation and maintenance work around the shops or passenger car yards. He has no contact with the Signal Department or the Telegraph Department, and consequently little chance of practical experience in those lines. Nevertheless when he completes his apprenticeship, and thus becomes a journeyman, he may be called upon to do any class of electrical work in the shop, or may decide to leave the railroad and go into any of the various electrical lines.

It is utterly impractical to give a boy complete training in all branches of electricity during the four years of his apprenticeship. His opportunity for practical experience is circumscribed by the particular shop in which he works. His training in the technique of his work should be designed to give him the fundamental knowledge which will allow him to apply such practical experience as he can gain where he is employed to any electrical work which he may undertake as a craftsman.

The Railway Educational Bureau's training for railway shop electrical apprentices is based on fundamentals. The new apprentice is taught to read shop blueprints, to make shop sketches. He is then furnished drawing instruments and taught their use in connection with the making of simple geometrical constructions and simple shop drawings. He is then taught the theory of projection, sections, intersections and developments so that he is competent to apply this theoretical training to any layout problems required in his practical work.

Paralleling the training just mentioned, he is given a thorough review of mathematics which is carried through the application of algebra to the manipulation of shop formulas and ends with the study of logarithms and trigonometry, the latter subject being necessary in order that the apprentice may understand and use many alternating current formulas that a master craftsman should understand and be able to use.

Course Long and Complex

On completion of similar fundamental training almost every other craftsman can apply these fundamentals to his work, but the electrician has just started. He must next master the fundamentals of direct current electricity and again follow that study with a similar study in the fundamentals of alternating currents, little time being left at the end of the four years for more than a minimum application of these fundamentals to his craft problems.

Paralleling the study of direct and alternating currents, time is found to give training in simple circuit work, and for a quite thorough study of the national electric code, which of course covers all of his practical work. In addition to this, the electrical apprentice in the shop is given practical craft instruction on electric welding, automatic train control, electric headlights for locomotives, and systems of electric car lighting. Not even all of this can be absorbed in four years without extraordinary effort on the part of the apprentice; that is, without the apprentice doing more study than can properly be required of the average apprentice.

It will be noted, however, that the apprentice who masters these fundamentals, including the craft work outlined, truly deserves classification as a craftsman on completing his apprenticeship and furthermore, that such a craftsman is in a position to read trade papers, books that he can borrow from the library, catalogs of manufacturers, and many technical textbooks, intelligently so that he can continue his education along any special electrical line he desires.

This method whereby a craftsman can complete his education if he so desires seems much more desirable than one which taught him specialty work of his particular apprentice job, but left him unequipped with the necessary fundamental knowledge to master other branches of electrical work outside of the requirements of his particular job.

combination of the practical and the theoretical training, designed to develop a well-rounded-out craftsman, in whose mind, during the formative years, has been inculcated a definite habit of study and the ability to think for himself.

One of the first requirements in a well-balanced systematic apprentice training plan is the setting up of a standard for applicants sufficiently high to insure the ability of the new apprentice to assimilate the training to be given him. Prior to the inauguration of the bureau's plan, railroad electrical apprentices were ordinarily young men with a grade school education. The operation of our plan has resulted in attracting a higher type of applicant with the result that we are now securing young men with a high school education for apprentices, with the consequent improvement in the ability of the apprentices to master the knowledge of the trade.

Again, if an apprentice training plan is to be successful, it of necessity must have for its purpose, a definite goal of achievement and each apprentice must accomplish the task set up for him, or forfeit his right to learn the trade. In other words, the training must be on a compulsory basis. The practical working out of our plan in this respect has been to eliminate those apprentices who have shown by their inability to assimilate the training that they are not qualified to become a craftsman. Our experience in this respect has been that the theoretical training and the practical training usually go hand in hand, and that an apprentice who fails to assimilate his technical training also fails to assimilate his practical training, and that to eliminate him before he has spent very much of his time at the trade, enables him to find the sort of work for which he is best fitted and at the same time insures only those apprentices completing their apprenticeship, who by tempera-

(Continued on page 488)

Standards Change Swiftly in Care of Old Age

MAGISTRATE FRED HUGHES, of New York City, who, as head of the Eagles National Organization, supported the move in New York State for old age pensions, tells of his conversion to the idea.

"I was county attorney a good many years ago in Westchester County, and my office investigated the treatment of the poor in our community.

"I was at a poorhouse one day when an old couple came in, as fine old people as you ever saw. I sat off to one side and saw what happened. They were asked a lot of questions, while a clerk wrote down the answers. It was pitiful to see them look at each other, as they went through the grilling.

"You come with me, please," said a young clerk to the old man. 'We'll go over to the men's side.'

"And you'll go over to the women's side," they said to the little old woman.

"It was all done kindly. But the kindest worlds would have been cruel. That old couple hadn't been apart one night in over 50 years, but that night they slept in rooms at opposite ends of the building. They had lost their right to be with each other.

"I looked up their case. He was a farmer and they had raised three sons and sent them out into the world. Then they settled down on the old farm, with their savings, to end their days in peace.

"But the two eldest sons died. And then one day the youngest son came home, sick with tuberculosis. The old farmhouse was his haven. Dad and mother helped him out just as they had when he was a little boy. The savings went for the sick son. The old father, who had cleared the farm of a mortgage years before, put another mortgage on it.

"Before the young man died even the furniture was under a chattel mortgage.

"After the funeral—well, there wasn't anything for the two old folks to do but go to the poorhouse. They hadn't a cent and the mortgages were foreclosed.

"You never saw anyone as bewildered as those two old folks were. They just used to sit side by side all day, hardly ever speaking to each other. They just seemed to be wondering, wondering—and thinking.

"It killed them. One night at bedtime the brave old fellow, sitting in a chair, just dropped his chin on his chest and died right there. They took the news over to Mother.

"Yes," she said quietly, "I sensed he couldn't endure it. I been waiting for him to go."

"Her four men, whom she had taken care of for so long, were finally all tucked away at last for the long, long sleep. There wasn't anybody left in the whole world for the tired mother to help or to worry about. And there wasn't anyone who loved her left to help her.

"Maybe she didn't sleep that night, thinking. Next morning the attendants saw her go out to her rocking chair in the sun,

Once society thought it had discharged its debt to the old when it provided alms houses. Now the cruelty of these institutions is suddenly seen, and everywhere the movement drives forward to pull down the poorhouses, and give the more humane, more civilized pension to the elderly.



From a Painting by Duerer

PETITIONING HANDS OF AGE

where she used to sit with Father. She seemed more dazed than ever.

"She died right there in that chair, that morning.

"I just heard her say, 'Joe, I'm coming,' an attendant reported, 'and as I looked at her her hands fell down and her head just fell forward.'"

This incident, reported by William G. Shepherd, in *Colliers' Weekly*, gives that periodical occasion to predict the swift adopting of old age pensions by every state in the Union.

"Old age pensions are coming in this country, state by state, just about as rapidly as the good roads came after we really got started on them," *Colliers'* declared.

Mr. Shepherd facetiously points our discouragement for radicals. He says in this country radical ideas become respectable very fast, and this leaves only the wild ideas to the radicals.

Mr. Shepherd fails to show organized labor's relation to the long drive for civilized care of the aged.

Intricate Sun Cycles to Forecast Weather

Instead of a single sunspot cycle of about 11 years, affecting the weather and altering earthly conditions in many other ways, a whole series of solar cycles of many different lengths and characters, one superposed on the other like the complicated fundamental tones and harmonics of a chord played on a piano, are deduced by Mr. H. Helm Clayton, distinguished meteorologist of Canton, Mass., in a recent publication by the Smithsonian Institution of Washington, D. C. Mr. Clayton has been engaged for years in researches toward a method of forecasting the weather by means of these changes in the sun; forecasts which might be issued, it is hoped, weeks or even months in advance instead of the three or four days in advance which is about the maximum for a reliable weather forecast at present. Comparing the intensity of sunlight from day to day with the air pressure and other elements of the weather on earth, Mr. Clayton finds, for example, that when the intensity of the sunlight increases the air pressure in the earth's atmosphere decreases in a zone surrounding the equator, increases in the latitudes of the temperate zones and decreases again in the regions around both poles. When the intensity of sunlight decreases the reverse weather changes occur. Were the earth a perfectly round, smooth ball, like a gigantic billiard ball, these facts might be enough, Mr. Clayton's data indicate, to permit reliable weather forecasting. The existence of continents and oceans on the earth's surface makes the actual facts much more complicated. Mr. Clayton expects, however, to be able to work out the real relations accurately enough to make

advance forecasts possible in many instances.

Except a living man there is nothing more wonderful than a book! a message to us from the dead—from human souls we never saw, who lived, perhaps thousands of miles away. And yet these, in those little sheets of paper, speak to us, arouse us, terrify us, teach us, comfort us, open their hearts to us as brothers.—CHARLES KINGSLEY.

The trade union movement, like all great armies, has camp followers. They are the ones who fail to demand union made goods and service.

Publicity Generous to G. E. Unemployment Plan

THE General Electric Corporation has instituted an employment stabilization plan. The plan includes a kind of unemployment insurance pool, contributed to equally by employee and corporation. During the past month since its announcement, the plan has received a great deal of favorable publicity. This is to be expected. The General Electric is a rich and powerful corporation, fair-spoken, and capable of commanding much space in newspapers as a valuable and extensive advertiser. The case is indicative of the American state of mind. Corporations like the General Electric have jockeyed public opinion into the position of being fulsomely grateful for changes, which should have been instituted years ago, and when fully effected should have been more generous. However, men should have as much consideration as inanimate equipment, but according to American psychology, corporations that fall short of doing the common, decent thing by their employees are looked upon as public benefactors. They are lauded to the skies.

There is nothing startling about the G. E. plan. And as yet, it is only a plan. It has not been adopted by any of the plants of the General Electric. It provides for optional adoption by each separate plant on winning a 60 per cent majority vote of employees. When adopted, each employee contributes "1 per cent of his weekly or monthly earnings for a period of three years" and the corporation contributes an equal amount. The fund provides charity, loans, and unemployment relief.

Some of the anti-social features of the bill, which have escaped notice of financial writers, social critics, and editorial commentators, are:

1. One-half the cost of unemployment, which may be regarded as a shortcoming of management, is loaded upon employees, who are in no wise responsible for it.

2. Payments are on an unfair basis. It is harder for a \$25-a-week employee to pay

Powerful electric corporation bows to public sentiment, and makes minimum provision for out-of-work men. Gratuitous publicity is uncritical of bad features of the plan.

\$13 a year to the fund than it is for a \$100-a-week man to pay \$52 a year.

3. One of the richest and most profitable corporations in the world considers a \$25-a-week employee as capable of paying \$13 a year into the fund, as the corporation itself.

4. Every effort is made to avoid promotion of the idea that the industry owes anything to the employees.

5. Every effort is made to avoid the creation of a sense of industrial solidarity on the part of the employees. Each plant is placed on its own basis.

6. The employee has his protection kept in the confines of the corporation. If he changes his base of employment, he goes unprotected.

Unemployment plans worked out with the union as a basis do not fall into these injustices.

Details of the plan, as outlined by Gerard Swope, president, are:

"The unemployment plan may be adopted by any works, regardless of the action of the other plants, and the company will participate upon an affirmative vote of 60 per cent or more of the eligible employees of that works. Any employee with continuous service with the company of one year or more is eligible for membership. By enrolling, the participant agrees to pay into a trust fund created by the plan approximately 1 per cent of his actual weekly or monthly earnings for a period of three years, but

only so long as his earnings are 50 per cent or more of his average full time weekly or monthly earnings.

"In case of abnormal times of unemployment, normal contributions by participating employees would cease and all employees would be called upon to contribute. In other words, employees who are subject to lay-offs would aid themselves as much as possible, and when they could no longer do this, then those employees who are still working would contribute toward the aid of the men who are laid off; while the General Electric Company would itself contribute in both instances to an equal extent to that of the participating employees.

"According to the plan, up to 3 per cent of the contributions paid into the trust will be available for the relief of employees or former employees in need; up to 27 per cent of the normal contributions will be available for loans to employees who are members and the balance, approximately 70 per cent of the normal, together with all emergency contributions and all interest on the funds will be available for unemployment payments.

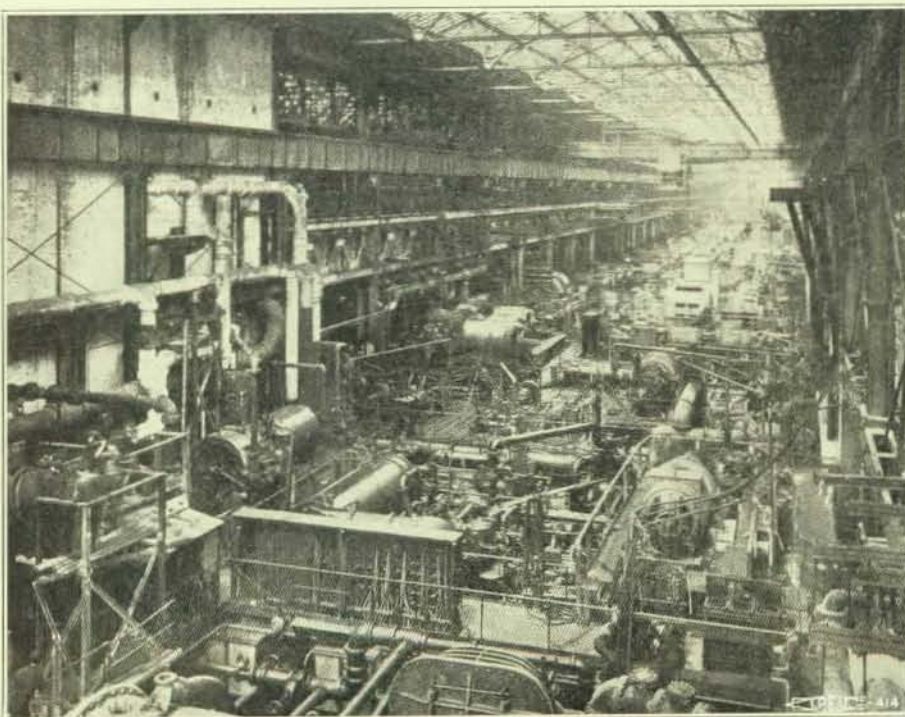
"The trust which will handle the funds will be in charge of a board of trustees and the General Electric Company will guarantee 5 per cent interest. The company will also pay the administration expenses for the first two years.

"This plan will operate separately in each works, and its administration in each works will be vested in a board of not less than four or more than 16 members, one half of whom will be elected by the participating members and the other half appointed by the General Electric Company. No payments will be made from the fund for at least six months after its creation and thereafter only to employees who have made normal payments for at least six months. Payments to contributing employees, who receive notice of a temporary lay-off, shall be 50 per cent of their average earnings for full time, but in no case more than \$20 per week, and such payments shall not exceed 10 weeks in any 12 consecutive months. When an employee is working part time and receiving less than 50 per cent of his average full time wage he may be eligible for payments amounting to the difference between the amount he is receiving as wages and the maximum he might be entitled to under the unemployment plan."

The good parts of this program lie in the fact that management is beginning to feel its responsibility for unemployment, and in the suggestions made for unemployment prevention.

The sheet-anchor of the ship of state is the common school. Teach, first and last, Americanism. Let no youth leave the school without being thoroughly grounded in the history, the principles, and the incalculable blessings of American liberty. Let the boys be the trained soldiers of constitutional freedom, the girls the intelligent lovers of freemen.—Chauncey M. Depew.

He is not to be called a true lover of wisdom who loves it for the sake of gain. And it may be said that the true philosopher loves every part of wisdom, and wisdom every part of the philosopher, inasmuch as she draws all to herself, and allows no one of his thoughts to wander to other things.—Dante.



TURBINE ROOM OF A GENERAL ELECTRIC PLANT

Maintenance Men on Lower Scale Satisfied

By JAMES H. BRENNAN, L. U. No. 134

THE comments of President Broach in the June issue of our JOURNAL concerning control of maintenance work by Class B men certainly coincide with my views now, but there was a time when I held a view-point decidedly contrary as to the wisdom of the policies President Broach now advocates. I am going to relate a few of the things that I have personally experienced in Local Union No. 134 during the past 10 years which have caused me to change my previous ideas.

In the early part of 1919, the construction scale was increased \$1.00 per day. The officers of our local union saw that through this increase at one time a great number of our members, who had had steady employment doing jobbing, alterations and maintenance work for electrical contractors, or working direct for owners of plants or buildings, were being replaced by other than members of our organization, and they immediately took the necessary action to correct that situation. They agreed with the Electrical Contractors' Association, where there was not a sufficient amount of work to justify the steady employment of a construction man on a building or job, that the Class B members might do maintenance repair work in such buildings, also make additions to existing installations if the job would not involve more than four hours of a Class B man's time, and this only on jobs where there was no Class A man employed at the time.

More Satisfied

I was one of the members who thought a mistake was being made, and it took me quite some time to see the situation in the same light as the officers of our local union had outlined it to us. However, after investigating, I learned among other important things that few of our Class B men had any desire to transfer to our Class A membership. This caused me to inquire of them as to why this was so, and I learned they considered that over a period of years, notwithstanding the fact that their wages were considerably less than that of the Class A members, they fared much better in the end than the majority of our Class A membership, having steady employment and more or less overtime plus vacations and other benefits. I searched around and found a Class B job vacant and was successful in securing it at a salary of \$200 a month. There were four other Class B men employed for that concern at that time, and today there are 15 of us, receiving a salary of \$315 a month.

As I recall the explanation given to our membership in 1919 by the officers of our local union, it was along the line that the field for operating, maintenance and repair work was ever increasing and did not fluctuate, particularly in a downward direction. This did not hold true for the construction side of our industry, as less men are employed to do the job each year on account of improved methods being employed and the men becoming more expert as they work on the same class of construction day after day. I can safely say that more than 40 per cent of our membership are employed on steady jobs today, due to our officers being successful in selling the policy herein outlined to our membership in 1919, as it is a well-known fact that wherever other than members of our local union are employed to do maintenance and repair work they do the construction work as well.

More security and a full-time yearly job make up for seeming loss in hourly wage, say Class B men in Chicago. Veteran unionist responds to President Broach's attitude "To Inside Locals," and clarifies Chicago's experience. This policy stops non-union seepage at source.

Upkeep Large and Necessary

If our local unions would look back for a number of years and consider the amount of electrical apparatus and installations that have been made in their jurisdictions, and try to visualize the amount of work involved in maintaining it, I am sure they would readily see the importance of providing competent men, at a rate of wages that would fit the situation, as anyone with an average amount of common sense can surely realize that the field of employment for maintenance, repair and operation in the future will far exceed that of construction.

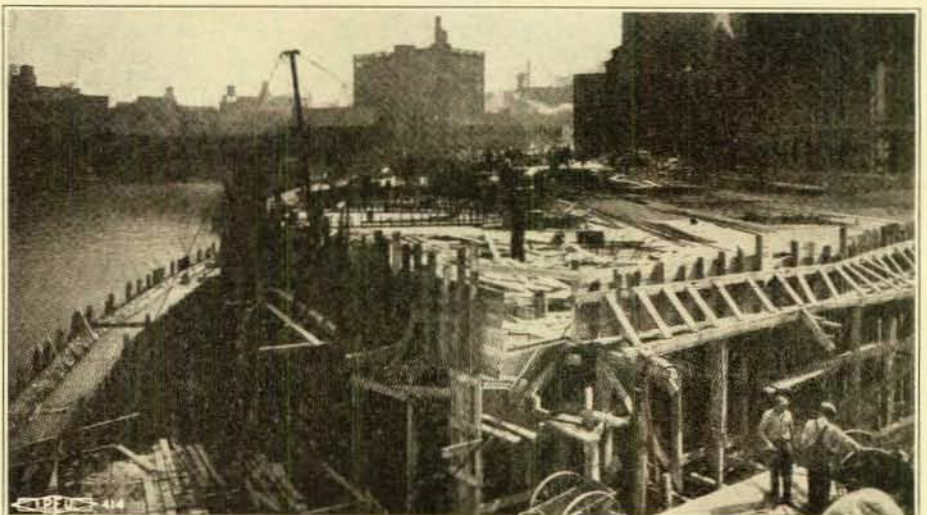
I have discussed this phase of the situation with many representatives of other local unions and the argument they universally advance is, why should the electrical worker adopt such a policy unless the other building trades do likewise? My reply is that there is no other trade in the building industry whose work after once being installed requires any great amount of upkeep. I can plainly see the necessity of establishing classes in local unions to care for present installations; particularly where the construction scale is high there is all the more reason why classes should be instituted as that is the field from which the non-union electrical worker and the non-union electrical contractor generally originate, because they are required to make the necessary revisions and alterations and thereby gain a general knowledge of construction work. Instead of finding them behind you, maintaining what you have installed, sooner or later you find them in front of you, doing the construction work.

During the war period, the operating, maintenance and repair field in our jurisdiction had not been given the attention it merited, and the following resulted—the percentage of construction work done by members of our organization decreased from 90 to 36 per cent, the number of union contractors decreased from 142 to 87, the number of non-union electrical contractors increased from 10 to 250; more than 40 per cent of our local union members were idle and more than 2,000 non-union men, of which more than 80 per cent were simply handymen or boys starting out to learn the business, were doing the work. I believe a check-up would reveal that this is a fairly good example of what is occurring in other places throughout the country.

Must Be Businesslike

It seems to me that the officers of other local unions should do much the same as the officers of our local union have done in order to get control of this work. In the event that local unions do not agree with the recommendation of their officers along these lines, I think it very unfair to criticize the officers for not being able to enlarge the field of activity of their members. As I see it, there is not enough thought given by the men working on installations today regarding who is to maintain the work, but I do believe that if more thought and activity were exercised by the construction men in that direction they would readily see the wisdom of adopting laws and rules and making agreements that would put them in possession of not only the maintenance and repair work but would obtain for their members all the construction work done in connection with present installations as well.

We have recognized the maintenance and repair field in our jurisdiction of such importance that we have established night schools for our membership in order that they may be competent to maintain and repair any and all electrical installations, believing if our local is to continue successfully we must conduct our affairs much along the same lines as other business institutions, providing competent men at adequate compensation, thus securing control of the work in the most important branch of our industry.



CHICAGO BUILDS ON SWEEPING SCALE. NOW THE FOURTH CITY OF THE WORLD

Alibi Artists Usually Use "Democracy" as a Screen

By FRANK W. HALLIN, L. U. No. 677, Panama

I EXPECTED an outburst on some people's part, as was so well expressed by Brother Frank Price, of West Palm Beach, recently, against the new method of effecting constitutional amendments. Of course, this grand stuff about democracies and so forth is good platform material for politicians. These politicians are always making grand gestures and promising the "peepul" five acres and a mule to get in office and after getting in take up a lot of valuable time explaining that the land all belonged to some one already and that since there were not enough mules to go around that the plan had to be abandoned.

Thank the Lord that at this time we do not have that kind of a politician as International President, as times do change even in democracies, if some people will just harken to said changes and not keep butting their heads against the wall of stubborn facts.

At one time all that a union thought about was to get enough members and money together and swat some big business bozo in the beak, no matter what the consequences, and maybe that was why we are not further ahead in membership than we are today, and when you consider that the A. F. of L. has some 4,000,000 members out of 30,000,000 or 40,000,000 gainfully employed, in bad and good times, we have a long way to go.

That membership is the result of all the fighting, strikes, etc., and good advice of our best leaders, such as Brother Price mentions (and I thoroughly agree with him in his praise of Gompers, Noonan, Jesus Christ, etc.).

Economics Big Factor

When we are going up the hill of high prices, wages, big demand for labor, etc., as occurred from about 1915 to 1924, most any employer is going to give some consideration to his employees' demand, for the simple reason that it would be bad business to let his competitors get them for more than he is willing to pay, especially when his books are nicely filled with orders on which he expects to make a nice profit for his company. We have been quite some time on the downward trend of prices, as indicated by indices, and right at present wholesale prices are tumbling from a few cents to as high as 50 per cent of prices a year ago. Now when things are in such a state of flux as at present and we have long-time arrangements to carry out such as insurance and retirement which have to be all honestly provided for, we might find it better to let some good executives in Washington do the thinking for us than to go through all the pains of a referendum voted on by thousands of members who do not even know what it is all about and, further, don't care.

So says veteran unionist out of a wealth of experience on the firing line. Defends new policies. Condemns cheap sentiment.

I learned my lesson of loyalty from Jim Noonan when we had the split in the Brotherhood. Jim was down in Fort Worth and you all know that the whole southwest went Reid Murphy, but I continued to carry my Collins-McNulty card all the way through, even if I did work some of the time in the southwest. Some Reid Murphy enthusiasts were trying to razz Jim and make a case for R. Murphy and finally Jim said: "Well, I'll tell you how it is. We are subject to a lot of criticism, most of it wrongly, but we are willing to take a lot of mud slinging quietly rather than let you boys get away with what you are trying to do, and you will find out eventually that your International Officers are acting within their rights and will be exonerated of all blame in time. If you will just have sufficient faith in us for a while you will make no mistake."

How was that for good advice? Now there were a lot of fellows like Brother Price at that time who wanted all kinds of investigations, extra conventions, etc., at a time that the International Office couldn't afford it without crippling other funds. We all know how that "democratic" attempt panned out. That should be enough democracy for the Brotherhood for a while.

To Walk, Must Take Vote

I suppose when Brother Price starts out

to walk he takes a vote of all the muscles concerned and if he doesn't get a sufficient majority in his favor he simply stays at home until he does. He wouldn't let his brain do the thinking for them, and they loyally do their duty after a decision had been arrived at. And, believe me, I hope President Broach has enough loyal lieutenants to carry out his orders without a lot of blah about consulting the entire membership.

Our executives are just as important to us as those of a corporation are to them and I don't notice corporation executives sending out a lot of referendums every time they want to do something for the good of the entire list of stockholders. Don't be a doubting Thomas, Brother Price. The worst thing one can do is to stir up suspicion and cripple the International Office. If you think this is written after the referendum to agree with that, I can assure you that I wrote President Broach before the vote went in, expressing myself in favor of the amendment, and I knew my whole local, L. U. No. 677, would be against it, too. They voted 80 against and seven for.

The final vote should convince Brother Price that he is getting what he wants, a majority approval of the membership for the new method of doing business in the International Office.

That fact is certainly enlightening, that the majority can see that all we need is enough confidence, pay our officers enough salary to do their stuff for us, and we need not fear any of this too much power stuff doing us any harm.

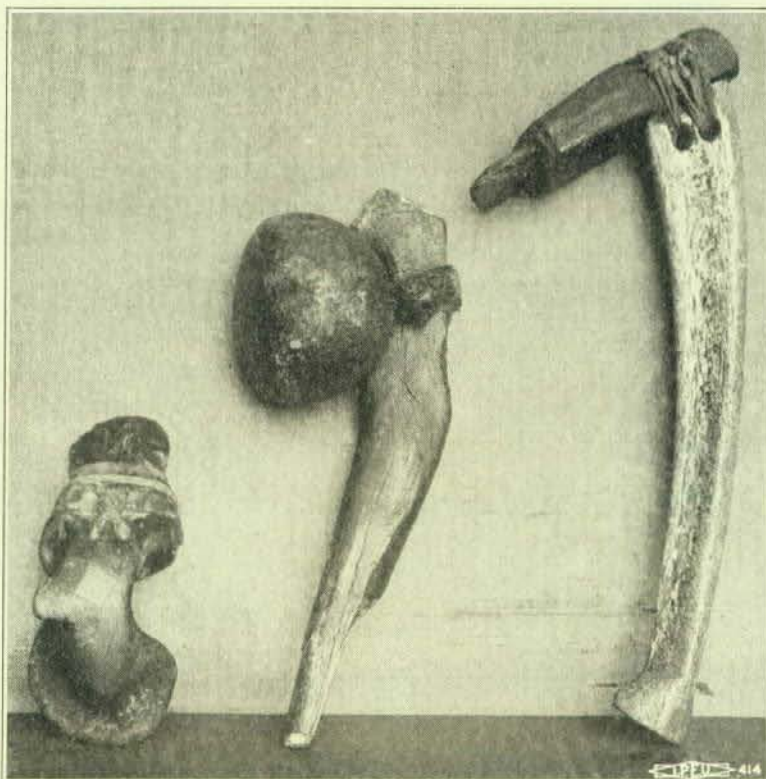
As an organizer of the A. F. of L., I have often wondered why the farmers did not get next to themselves and have the strongest organization in the country, and I found out. They are so afraid that some one is going to have a soft job, from their money, that the minute some one talks organization they immediately rebel against supporting some one in a soft office job at good pay when they themselves are sweating in the field.

They would rather take the word of a commission man, who is only interested in giving them as little as possible, than support an organization that would be interested in getting all they could for him, and they go on from year to year believing the bunk that they are the most independent people in the world, and do not need an organization. That certainly must be their conception of democracy, every one entirely free to compete with the poorest one-horse farmer in the country, rather than give too much power to some one.

Predicts Struggles

The present, and the next four years or so, are going to be very trying to all union labor heads to hold present level of wages up and if our president were of the usual politician type he

(Continued on page 485)



CAVEMAN TOOLS. HARDLY A MATCH FOR MODERN MACHINERY. MODERNS SHOULD TAKE HEED THAT THEIR IDEAS DO NOT BELONG IN THE SAME OBSOLETE CLASS AS THESE TOOLS.

Materials Used in Electrical Industry Tested

By E. C. CRITTENDEN, National Bureau of Standards

ELECTRIC power is essential and all pervasive in our modern life. Electric energy from central stations not only serves 19,000,000 homes in this country, but supplies the driving force for half our industries, and its share of the industrial load is rapidly increasing.

Nearly a billion dollars a year goes into the enlargement and improvement of facilities for providing this service. The central station industry is therefore a large buyer and user of machinery and materials. Its responsibilities for rendering satisfactory service also give it an active interest in the equipment used by its customers and in the materials and methods used in making such equipment.

Furthermore the leaders of this industry have recognized that its rapid practical development in our generation is based upon the knowledge accumulated by workers of the past; believing that further development will likewise depend upon systematic study of its problems, they have supported scientific research to supplement practical experience.

Since the electrical power industry has such broad interests its contacts with the Bureau of Standards are correspondingly varied.

Study Minerals

As examples of current work affecting the power industry directly, although not classed as electrical, one may cite studies of the properties of steam, the behavior of metals at high temperatures, the performance of bearings and lubricants, and the corrosion of metals under various conditions. The electrical industry is, however, specially concerned with materials of three kinds—that is, electrical conductors, electrical insulators, and magnetic materials.

Practically the only electrical conductors used are copper and aluminum. The bureau has made exhaustive investigations of the properties of these materials, and compilations of data on them have been issued as Circulars Nos. 73 and 346, entitled, respectively, "Copper" and "Light Metals and Alloys."

For copper as commercially supplied, a standard value of conductivity, based largely upon the bureau's results, was adopted some years ago by the International Electrotechnical Commission, and is now used throughout the world. With regard to aluminum, negotiations for a world-wide standard have not been concluded, but a standard conductivity based on the bureau's values has been adopted by the American Institute of Electrical Engineers and approved by the American Standards Association for use in this country.

Conductivity of materials and methods of measuring it are now so well standardized that the chief service required of the bureau is to check the accuracy of tests made in commercial practice. This is done, on request, by making precise measurements on standard rods or sample wires for comparison with the results obtained at industrial plants and testing laboratories.

Research Varied

Magnetic materials (iron and steel) are not susceptible of standardization in the sense that conductors are, because they vary widely in composition and because their properties are affected so much by heat treatment and mechanical working.

Research conducted in U. S. Bureau of Standards on Insulators, Conductors, and Magnetic Materials.

The bureau's researches on these materials have, therefore, been largely directed toward the establishment of reliable methods for finding what the magnetic characteristics of a given lot of material are. Through co-operation with the American Society for Testing Materials, standard methods of measurement have been established.

As in the case of conductors, tests of magnetic materials are made by the bureau as a check on those made in commercial laboratories. A description of the methods used has been published in a bureau circular on "Magnetic Testing."

Electrical insulating materials are even more diverse and uncertain in character than magnetic materials. They include solids, liquids, and even gases, and the properties desired depend largely on the place and the purpose for which the insulator is intended.

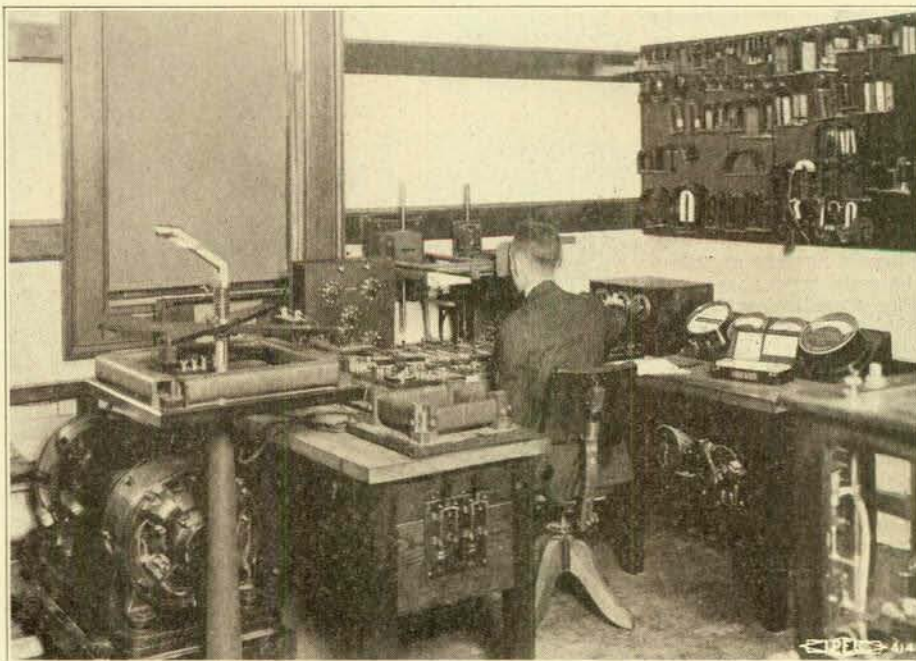
Standard methods of testing have been established for some properties, especially "dielectric strength" (the ability to withstand high voltages), but the bureau's work on insulators is largely research directed toward finding out why the materials behave as they do, since this is the first step toward making them better. This research at present consists chiefly of a study of rubber and rubber compounds and of very pure liquid insulating materials. The latter project is supported directly by a group of central station companies on the ground that the knowledge gained may eventually help in explaining what actually happens in practical insulating materials when they deteriorate with age and fail in service.

In the further development of electrical power the improvement of insulators is a key problem. Consequently, various technical and commercial organizations have committees working on this subject, and the bureau is represented on many of them.

As a special problem the bureau has recently made a comparison of American mica with the imported material now generally used. This shows that the foreign product has no advantage in dielectric strength. Measurements of other properties are being made. It appears probable that the only advantages of the imported mica are better preparation and established reputation, so that reliable technical data may give foundation for a new American industry.

(This interesting and important article is published by arrangement with the Commercial Standards Monthly, official publication of the Bureau of Standards, and with Mr. Crittenden.)

Economists have been classifying unemployment. To the growing list, add "concealed unemployment." In certain eastern cities, the streets are swarming with cut-rate taxi-cabs. Drivers are recruited from men out of work. These jobs cannot be permanent. Men on furlough. Many men on a curtailed work week, not permanently. Many men now vacationing. Many men being kept by relatives, or savings—all these are but examples of concealed unemployment. And this is greater, we venture to predict, than is supposed. It marks again the heavy price the underlying population must pay for the indifference to managerial problems of employment by highly remunerated captains of industry.



THIS ROOM IS A "ROOM OF TERRORS" FOR ALL MATERIAL ENTERING INTO ELECTRICAL MANUFACTURING.

College Honors Crafts and Building Crews

By H. S. NEIDIG, Press Secretary, L. U. No. 683

THE crafts and building crews of the New Josephinum College, north of Worthington, will not easily forget the honor given them on the occasion of the ground-breaking ceremony for the last large wing to be added to the magnificent, mammoth plant of that well-known Catholic institution whose students represent one-half of all the states of the Union. The ceremony referred to took place on the noon of June 5, and the entire working crew, headed by the architect, Mr. F. A. Ludewig, the superintendent, Mr. E. L. Fischer, the foremen of the various crafts, at the special request of the president of the institution, the Right Reverend Monsignor Joseph Och, were present at the function, which consisted in the blessing of the ground for the new wing and in the turning of the sod, by the president.

Upon the completion of this function, carried out in full regalia according to the solemn rites of the Catholic Church, the president, vested in the robes of his ecclesiastical rank, addressed the assembled workers under the open sky, on the very grounds which he had just blessed and dedicated to the service of God, and in the shadow of the immense, large plant under construction ever since June 5, 1929. The tone and tenor of this address revealed the genial feeling of friendship this college president possesses for the men entrusted with the execution of the work on that great, new enterprise, the greatest now in progress in the entire central portion of Ohio, to say the least. This address also gave unmistakable evidence of the respect with which the Catholic Church regards the person and the function of the laborer, and one of the distinctive marks of the address, precisely, was the spirit of esteem and appreciation the speaker professed for the laboring class as such and for the builders of the New Josephinum in particular. We regret not to be in a position to offer a full stenographic report of this talk, but we must limit ourselves to the following extracts of the same. Said this Catholic priest, Monsignor Och, in part:

Praised As Creators

"Twelve months ago upon this day we were assembled on these grounds, and amid solemnity never to be forgotten we dedicated them with the prayers of our church to the service of Almighty God, to the pursuit of science and of the welfare of our fellow-men, and in His name opened work upon this enterprise, with the good wishes of our fellow citizens of both Columbus and of Worthington, whose display and sincere profession of friendship, good will, and Godspeed; without distinction of creed or faith, have been one of the gratifying and outstanding features of that memorable occasion, and one that we shall gratefully cherish as long as this institution, in the decree of

Pontifical College Josephinum, Columbus, reveals genial feeling of friendship for union worker on occasion of ground-breaking ceremony for a new plant.

God, will stand. At that time, just one year ago today, we had, even as at this moment, above us the beautiful blue canopy of the Ohio heavens, and for our background and all before us we had as yet nothing but these sunlit open plains. Today, my dear workers, we have rising before us the major part of the magnificent new plant of college buildings, conceived by the genius of our architect, their construction guided by the competent contractor, and the able, experienced, and tactful superintendent, and this entire new creation the glorious result of the concerted and loyal co-operation of your foremen in the several crafts and their respective crews of workers.

"I cannot, in this moment of the blessing of the ground for the last addition to our new plant, ignore the duty, nor deny myself the honor and the pleasure of expressing to you, the builders and creators of this great system of our new college buildings, my deep appreciation for work well done; my heartfelt admiration of the splendid spirit of harmony governing this working force; my gratitude, greater than my feeble words are able to express, for the devotion and the zeal with which foremen and crew of every craft employed upon this job have applied themselves to their respective function, adding to the excellence of their workmanship and to their technical skill and competence the great spiritual and moral element of a noble pride in their performance, of a sense of honor in true and full production, and of the rightful feeling that you are merging in this great enterprise not only the labor of your hands and the skill of your technical training and powers, but that you are merging your very personalities and your own selves as the creators of this fine monument of architecture.

"Yes, my dear workers, builders of the

New Josephinum College plant, I take pride in recognizing and in giving full and unstinted credit to you all, beginning from the genial architect and the contractor and your tactful, competent superintendent, down to each foreman, and to the last among the unskilled workers—I give unstinted credit to you as a body, as the real creators of this glorious achievement, and I take pride in the knowledge that this plant is being erected not only with the skill of your hands but with the love of your hearts in and for your work. Once this entire work is done, when all has been completed and the workmen have departed from this busy scene of action, every one of you can and should point to the noble array of these buildings and the beautiful skyline raised to the heavens by your hands and say with just and honorable pride: 'This is the work of my hand, this the accomplishment of my craft and the result of my labor and the reward of the devotion with which my hand was guided in the honest performance of my duties as a part-creator of this enterprise.' This, my dear and esteemed fellow-workers, I am happy to testify to you, has been the attitude and spirit in which this job has been carried to its present stage; this, I am confident, will be the spirit in which it will see its consummation at your hands. Thus, then, your reward will by no means be limited to your compensation in terms of mere earthly value; not merely in the earnings of perishable and transitory money; your chief and your greatest, best reward will be in the knowledge of achievement, in the pride and feeling of having been creators, together with the architect, of a noble monument, a monument which will proclaim, for the excellence of its technical and workmanlike perfection, the honor of labor, the progress and ability of the building crafts, and the fine spirit that has marked the progress of the work upon this new plant ever since its inception, just 12 months ago today.

Recalls Medieval Masterpieces

"My dear workers, there is still one thing I wish to say to you, and it is this: You will not find in all the world an organization or a body or a creed or philosophy or scheme of thought which recognizes the rights and dignity of labor as does the Catholic Church, of which I have the honor to be a humble member and a representative. Nowhere has labor ever had a truer and more appreciative champion and friend than in the Catholic Church. Not only does she make it her duty to champion the laborer's rights and protection to the full extent and reach of her power, but her Founder, Jesus Christ, the Son of God, appearing in the flesh, himself alone, chose, before His public life and mission, the status and the burdens of the laborer, being accounted and known as the Carpenter's Son. No-

(Cont'd on page 485)



BREAKING GROUND FOR ANOTHER UNIT OF COLLEGE WHERE LEARNING, RELIGION AND CRAFTSMANSHIP MEET.

Labor Radio Men Triumph Over Adverse Ether

By Maynard Marquardt, Chief Engineer, WCFL, Chicago

FOR some time it has become evident that short waves are going to play a very important part in radio in the future. The international exchange of programs and broadcasting of events of international news importance after years of experimenting has become a reality. All this is still in a crude stage as compared to the ambitions of technical men, but the future is plain.

Realizing all of this, and aware that Labor all over the world needs a voice that will bind it into one group, Mr. E. N. Nockels, Secretary of the Chicago Federation of Labor, General Manager of WCFL-W9XAA, and a member of L. U. No. 134, applied to the Federal Radio Commission for a permit to construct an international short wave relay broadcasting station. The application was granted and license to operate was issued later. However, Labor was handicapped from the start by the fact that the transmitter was limited to a power of one-half kilowatt. Many other stations on adjacent wave-channels are operating on powers ranging from five to forty kilowatts.

Overleap Handicap

Under this handicap, the engineering staff of the Voice of Labor set to work. Nothing but the most modern developments in short wave transmission could enter into the construction, it was certain, or at this low power failure would surely follow.

Nearly a year of experimentation followed, during which many types of apparatus were tried with varying success. The designs resolved themselves into one plan of construction, a plan which had the maximum number of advantages with a minimum of drawbacks. Above all, no expense was to be spared to make the transmitter technically perfect.

All Union

One of the greatest features of the enterprise was that the transmitter was to be built and operated by members of L. U. No. 134. When it is realized that there are few of these short wave relay broadcast transmitters in existence, union labor was embarking on a novel project.

One of the greatest difficulties in short wave transmission is exact control of frequency. If the wave shifts, reception will be very unsatisfactory, if not impossible. Therefore, crystal control was decided upon. This, together with the very finest in voice amplification, and the use of a modulator system of high power, made possible frequency precision and 100 per cent modulation.

Working at the low power of 500 watts, the method of speech impression on the carrier wave, or modulation system, makes the power in the antenna rise to four times normal or 2,000 watts on speech peaks. This helped to circumvent the detrimental effect of low power.

This was the first use of crystal control and 100 per cent modulation at WCFL. Many interesting things happened at the beginning. Try taking 500 watts at 2,000 volts and changing it from zero to 4,000 volts and driving the current from one bank of vacuum tubes to another—see what happens if there are any weak spots in insulation. Combine this with a radio frequency current alternating at 6,080,000 times a second, and audio frequencies of an average of 5,000 cycles per second. That gives a poor idea of what happens in the power stage of W9XAA's short wave transmitter. We found that the fire extinguisher was a very

WCFL—Voice of Labor on short waves is heard in Brazil. Story of struggle to overcome conditions set up by Radio Commission thrillingly told by Chief Engineer. A technical triumph.

handy thing to have around. Coils and condensers that seemed to stand anything on the lower broadcast frequencies burned up in a short time on the higher frequencies.

Beside all the usual difficulties of crystal control another trouble was added: a crystal could not be ground to deliver power on 6,080 kilocycles. Such a crystal would be so thin that, were it used in conjunction with the plate of such small tubes as used in the power end of receivers, it would fracture into small pieces. To avoid this difficulty a crystal was ground to 1,520 kilocycles. By means of vacuum tubes this frequency was doubled twice and amplified. In this way a strong supply of radio frequency at 6,080 kilocycles was gotten. The transmitter actually operates at three wavelengths or frequencies. The crystal operates at 1,520 kilocycles, the next tube at 3,040 kilocycles, and the following at 6,080 kilocycles. This last tube feeds into the final 500-watt stage which runs at 6,080 kilocycles.

Brazil Hears Trial

Several months of hard work, failures and successes, and finally the transmitter went on the air. On the second night it was heard in Brazil. As winter comes on and conditions in short wave reception improve, W9XAA will have a consistent world-wide audience. Letters are being received daily

from both coasts of the United States and from far into Canada. To give a fair idea of how the station is being received here are several letters:

"Ceara Gas Company, Limited,
"Forteleza-Ceara, Brazil, S. A.,
"Monday, June 9, 1930.

"Short Wave Station W9XAA,
"Navy Stores,
"Chicago, Ill., U. S. A.

"Dear Sirs:

"It is with pleasure that I report having heard your transmission on 6,080 kilocycles last night, Sunday, June 8, at 9:30 o'clock local time, and which would correspond with about 8:15 to 8:30, eastern standard time.

"At least 90 per cent of the words spoken by your announcer were audible, the remaining 10 per cent being lost mainly through atmospheric electrical discharges common in these tropical parts.

"Looking on the map you will find we are situated along the northern coast of Brazil, South America, and over 3,000 miles distant from the United States.

"Cordially yours,
"W. A. V. WATSON,

"Member American Radio Relay League."

"Chicago stations come in very fine in this location. Your station was louder than many of our Philadelphia local stations. Get your station often, also the WENR short wave station. Believe you have slightly more volume than WENR. Hard to believe you are using only 500 watts. Don't suppose we would hear you nearly so well if you were only a 500-watt station operating in the regular broadcast band.

"NORMAN H. DUFFEE,
"Highland Ave., Media, Pa.

"Located 14 miles from Philadelphia."

"I myself place your station as one of the best in the eastern half of the states and it is between you and W8XK, Pittsburgh, Pa., for first honors.

"ARTHUR BALLOU,
"61 North Main St., Uxbridge, Mass."

"I am located about one-half mile from Pittsburgh, Pa., the home of W8XK and I really think that your 500 watts is better than W8XK's 40,000 watts. Hoping to receive a Q. S. L. card.

"MR. H. G. STOUT,
"14 Dewey Ave., Ingram, Pa."

"Dear Sir:

"You have been coming in great here during the last week considering you have only 500 watts. Although fading is noticeable it has not been very annoying. The announcer is easily understood. You come in as loud as W9XF with 5,000 watts.

"I am only using a three-tube set but you come in loud on the speaker all over the room. It makes me laugh when I think of the 50,000-watt transmitters. You come in about twice as loud as they do on the longer waves, yet with only one-hundredth the power.

"Yours truly,
"WILBUR BERGSON,
"600 N. 22nd St., Philadelphia, Pa."

"June 30, 1930.

"Please verify.

"Dear Sir:

"Have heard your station during evening testing on wave of 6,080 kilocycles. Pro-

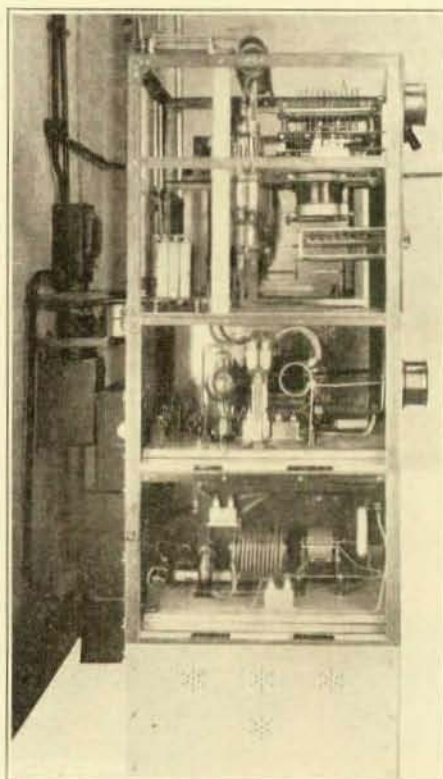


ILLUSTRATION NO. 1

grams were broadcast in conjunction with WCFL.

"Report clear, very loud and powerful. Much louder than W9XF, VE9GW, W3XAU, W2XE.

"Respectfully,

"ARTHUR LUNN,

"32 Sagamore Rd., Maplewood, N. J."

"Sir:

"I can get 9XAA any old time you are on the air. Comes in with a bang, modulation great, a slight fading on my outfit (I have a bum tube, I imagine). I live in a canyon in the Bronx, New York. A two-family house completely surrounded by apartment houses.) (Time: Saturday evening, 10:30, N. Y.)

"Immediately before your Ray Parker SHVE broadcast you mentioned tricky summer reception. Unless your outfit goes blooey before the winter you sure will be able to reach out into space.

"New York is consider nil as far as distance goes for a short waver, I know, but, brother, if you could hear 9XAA bang through my outfit on a red hot summer night you would understand what I mean by volume and clarity.

"For your records: It reaches New York City with eight cylinders working perfectly.

"Best wishes for your success.

"Respectfully yours,

"R. J. O'BRIEN,

"2085 Anthony Ave., Bronx, N. Y."

Many of the stations used as a basis of comparison are of 10 times the power of W9XAA. One of them, W8XK, at Pittsburgh, is 40 kilowatts, 80 times our power.

W9XAA is negotiating with stations in foreign countries for an international exchange of programs. It is hoped as fall and better radio receiving conditions come on, particularly in the tropics, special programs are going to be broadcast to the various countries of the world and the "Voice of Labor"

will go to the world through W9XAA and short waves.

In closing, the writer wishes to express his appreciation to the men who really made W9XAA possible, the operators of WCFL, who kept pushing through months of grueling and often disappointing experimental work, particularly, Harold Eby, Eugene Krusel, R. B. Pappin and William Pracht.

Illustration No. 1. Side view of the radio frequency panel with aluminum side shields removed. The crystal oscillator is isolated in the separate small copper cabinet to be seen in the interior of the bottom shelf. A UX210 crystal tube is used with the crystal oscillator and also with the first frequency doubler which is in the open on the bottom shelf.

The middle section contains the second frequency doubler. This uses a special short-wave transmitting tube, a UX852. This tube is rated at 75 watts and is run at a plate potential of 2,000 volts.

The top stage consists of two UV204A, quarter kilowatt tubes, in a push pull circuit. This circuit is most efficient for using more than one tube in a stage. It differs greatly from a parallel connection. It is easy to adjust and gives high output. The saw-slots cut into the frame are to break up the loop that would otherwise be formed by the angle-iron. This would cause losses through absorbing radio frequency current.

Illustration No. 2. Front view of the entire transmitter. The left-hand panel contains all the radio frequency equipment. The right-hand one has two power supply shelves at the bottom, a line amplifier, and modulators at the top. The large box on the floor is a sheet metal shield over the modulation chokes. On top of it is a temperature cabinet which holds the temperature of the crystal constant to within less than one-tenth of one degree centigrade.

A black bakelite panel is used on top of

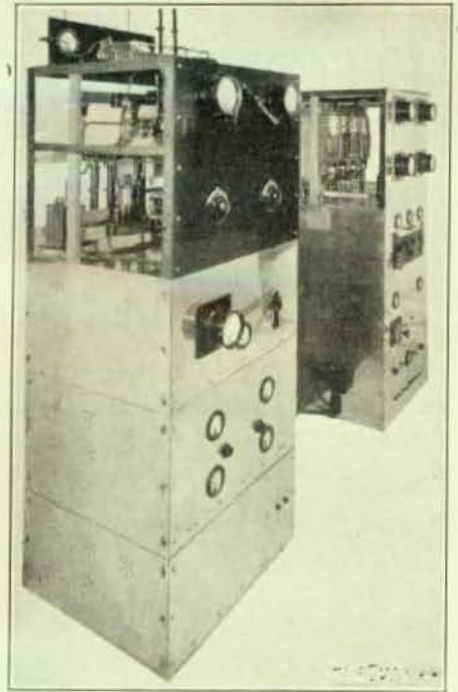


ILLUSTRATION NO. 3

the radio frequency panel to minimize absorption from the output stage.

Illustration No. 3. Side view of transmitter. The meters and coils on top of the radio frequency panel feed the antenna. The four giant modulator tubes which make possible 100 per cent modulation may be seen on the top and open shelf of the audio frequency panel.

Artificial Rays Make Garden in Cellar

An underground garden hidden beneath a British dwelling house but provided with green and healthy grass, with ripening vegetables and with flower beds the equal of any to be seen out-of-doors under natural rain and sun, is the newest marvel of ultraviolet rays recently exhibited at Windsor, England, by Lord and Lady FitzAlan. An ordinary lightless cellar has been provided with a floor of soil and with sprinklers to produce artificial rain when necessary. From the roof hang large electric lamps which not only produce continuous light almost as powerful as sunlight but emit some of the ultraviolet rays also present in natural sunlight. Lamps of similar type now are used in hospitals to provide the health benefits of the ultraviolet rays. Seeds are sown in this underground garden precisely as though it were out-of-doors. The seeds sprout, the plants grow, flowers and fruit are produced, just as in the open air but more rapidly, Lord and Lady FitzAlan find, since the basement "sun" can be left on for 24 hours a day and since the temperature in the underground garden is held automatically at the point most suitable for the plants. Use of artificial light in this way may have commercial importance, it is expected, in growing hothouse flowers, fruits or vegetables in the heart of a city, using cellar or sub-basement space not otherwise valuable. Private householders are expected, too, to turn unused coal bins and wine cellars into artificially sunlit gardens, both as places for a pleasant summer tea party of a winter's afternoon and as a practical source of table fruits and vegetables.

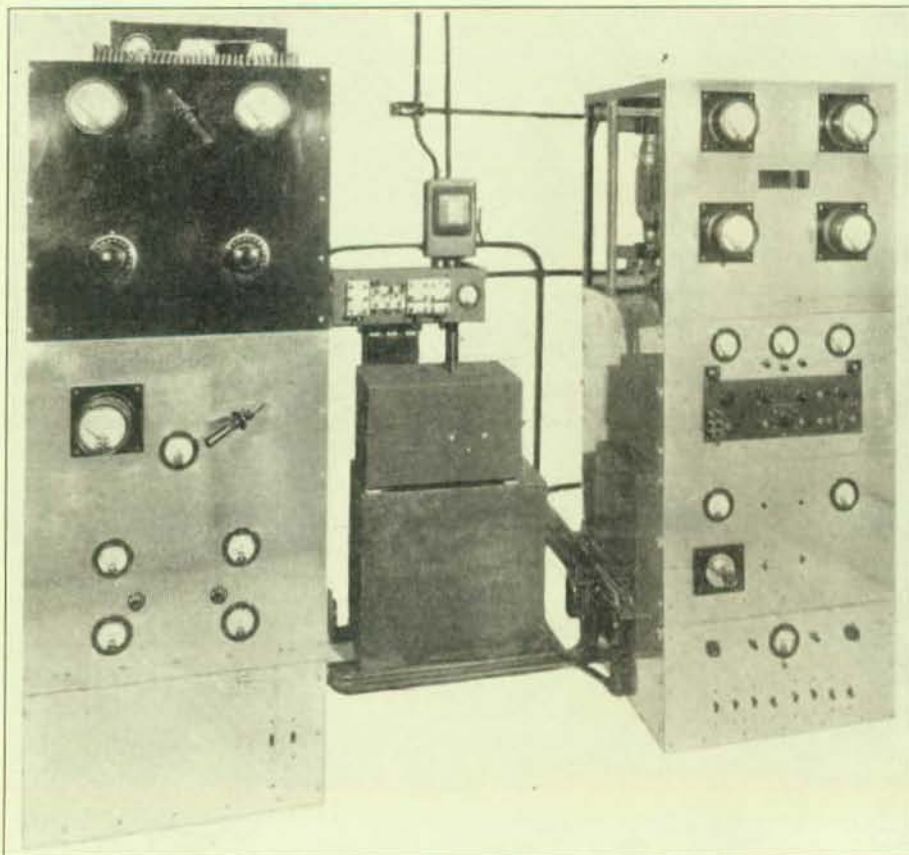


ILLUSTRATION NO. 2

JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
Labor

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No. 8

Taking Care of One's Own

Word reaches this office that local unions are already looking forward to meeting a difficult winter. A number have instituted orderly plans for carrying out some form of unemployment relief. Now is the time, and the hour to make such important, practical decisions. The emergency is imminent, but not quite upon us—and should be met in time. There is every indication that the lowest ebb of the economic tide will be reached in the winter months of 1930 and 1931. The slow upturn of business this summer indicates that this will be the case. Business has been bad, but it will be worse, in the harsh months, when men are prepared least to meet misfortune.

What can be done now must be done by collective action—by men working together. And there are no pleasant paths to accomplishment. Business leaders have failed to provide jobs, and to provide relief. The government has failed to stabilize business. Now men must help themselves and each other. The drawback is that there is no soft road. Those who have must sacrifice for those who have not. Unemployment relief now can be set up only by some form of tax on those who work for those who do not, and this means idealism.

During recent years, many harsh accusations have been launched against unions and their members. Charges have been made that unions are but instruments of selfishness, little different from any other form of economic association. But you and I who know unions, know better. There is more real idealism in a labor union—expressed daily—than in a dozen fraternal orders. A union is founded on a principle of mutual aid. That is its life-blood, and its way of life. If practical aid is not given when the need is great, then the union falters.

These are black days—these days of business depression—but they offer an opportunity for a manifestation of the real union spirit.

A National Project

The building of Boulder Dam is a national project. It is paid for by the money of all citizens. Its very hugeness lures the imagination of men. They say, "Here is an enterprise commensurate with our national greatness. It expresses America." It presents technical problems still unsolved. A small city is

to be erected upon a cliff 2,000 feet high. An inclined railroad must descend this mountain to the dam site below. Huge tunnels must be forced through solid rock to divert the flood waters. Power houses are to be erected. A railroad 30 miles long must connect the dam with Los Vegas. Ten years will be needed to make this enterprise "express" America, generate thousands of horse power in hydro-electrical energy, and free the Imperial Valley from a flood menace.

Will this national project be "national" in its construction? Every citizen should be interested in this question. Will it be erected with "cheap" labor, incompetent workers, at a huge private profit? The policies of certain departments of the U. S. Government have been un-American in their attack on the American standard of living. Interpreting crudely the principle of letting contracts to the lowest bidder, certain departments have let contracts to bidders who paid indecently low wages, or who slapped the only articulate section of American labor squarely in the face. Boulder Dam can be erected with peon labor more cheaply than it can with American labor, but that is no sign that it should be.

This great national project should be national in reality. It should be national in the recognition of the competency of American workers, in the standard of wages paid, and in the working conditions that prevail upon it.

One private firm, which is looking for this contract, recently completed a dam in California, would not allow a union man on the job. Do the American people want this kind of a contractor to get Boulder Dam?

Boulder Dam can be made a great community enterprise—the kind of a project that will express the nation at its best, at this hour and year, even as cathedrals expressed the middle ages, or it can stink in the nostrils of all decent citizens, as a project harboring special privilege.

An Old Friend

In hard times, when there is a great scarcity of wealth, there is always an attempt to shift taxes off the shoulders of those who have upon the shoulders of those who have not. It is then that a general sales tax is proposed. Inevitably this form of unequal levy reappears at this hour. At the Annual Conference of Governors held in Salt Lake City in July, serious attention was given the general sales tax. Though not one advanced nation or state in the world levies the sales tax, it was ballyhooed with fervor by advocates who ought to know better.

The general sales tax is a tax on everything a man consumes. On food, tobacco, clothing, heat, light. It is a tax on necessities as well as luxuries. Inasmuch as a wage earner consumes approximately the same amount of necessities as the man of large income, he must pay the same amount of taxes, when he is ill equipt to do so. To be sure, this is agreeable to those special privilege statesmen who guard the privileged at the expense of the disadvantaged.

That the general sales tax is an ever-present threat to the wage-earner is indicated by the tax theories of Andrew Mellon, fiscal head of the nation. In 1921, Secretary Mellon delivered himself of this charming bit of wisdom: "I think this, that the ideal system of taxation, if it could be inaugurated, if you could do away with all the other taxes and make an equitable tax on all turnovers—all sales of real estate,

goods, wares, and merchandise, everything—it would spread the burden of taxation as much as can be spread, with the exception of some taxes like the excise taxes on tobacco and places peculiarly adapted for taxation, and then you would have the ideal system.” Ideal for multimillionaires like Mr. Mellon. Under his plan a \$50-a-week electrical worker would pay more to the support of government than the frugal John D. Rockefeller.

In view of the fact that a number of governors apparently still think Mr. Mellon's system the ideal system, it is well that the wage-earners stand on guard. The sales tax is likely to be an issue before legislatures and the Congress this winter.

The Newer Convert The conference of governors might be said to represent a cross-section of public opinion in these states. Taxation, convict labor, crime, unemployment and old age pensions were the principal topics. The most enlightened note was struck by Governor Roosevelt of New York, who spoke on unemployment relief and care of aged. During the discussions it was apparent that labor's theory of high wages had become a part of governors' thinking. One of the really humorous acts in the annual executive revue was the skit put on by Governor Trumbull, of Connecticut, open shopper, and ardent abettor of Walter Gordon Merritt, and his League of Iniquitous Rites. Governor Trumbull stole labor's thunder. He said: “This nation is bulging with wealth, has managerial ability, unlimited resources, unlimited productive labor to command, and the only wealth that is created is the result of labor. If we can in four hours (four-hour working day), create enough for our necessities, our luxuries, our education, building of our highways and transportation, if we devote one hour or 25 per cent additional to permanent building for the future, we would accomplish a great deal. * * * The amount of wage per day per employee must be substantially the same or at least have the same purchasing power that it has for the longer hours he works.” This is essentially a paraphrase of Samuel Gompers': “Hours are too long so long as one man is out of work. * * *” But would Governor Trumbull acknowledge the source of his ideas for meeting the present emergency in industry? Not he! He prefers to join with those who fight unions, and who beat down wages.

A Quaint Impractical Man A man died recently at a little Virginia town of starvation. Starvation self-imposed. Suffering from a stomach complaint, this quiet, impractical, genial man thought any disease could be cured by abstinence. This was typical of James Eads How, hobo king. He was a quaint, impractical, sweet-tempered man, who perhaps left the world a little better than he found it. On his dead person, \$50 was found. But James Eads How was a millionaire—a millionaire who starved himself, and devoted his life to tramps. That he was sincere is testified by this section of his will, ceding his large estate to the hoboes, he loved:

“All the rest and residue of my estate, real or personal, I do give and bequeath in fee simple in trust to my trustees, who shall serve without bond, or to their successors surviving, viz: Barney Haughey, of Denver; Nicholas Klein, of Cin-

cinnati, and Herman Gaul, of Chicago, trustees for the sole use, benefit and behoof of the workers of the world, especially for the education of the disemployed along the lines I and my friends have been working all these years to produce justice and a classless order throughout the world, and they to determine the line, kind and nature of the work and methods entirely.”

He was the grandson of a great engineer. He had none of the practical, dominant power of his bridge-building grandfather, the kind of power America reverences and needs. But he had a simple, loyal devotion to men, to down-and-out men, that we hope will never be lost from the make-up of Americans. Fighting he-Americans can sneer at the impractical hobo-king. Money, they say, not human sympathy makes the world go round. We wonder.

New Progress In nature, the inevitable law of growth is change. Why is it, then, that human institutions resemble nature so little? Men somehow believe that these institutions are successful when they change not. But they are not. If human institutions really progress they must change—and change continuously. They must progressively adapt themselves to new conditions. This is the reason why every thoughtful person should be glad for the changes wrought in the Constitution of the Brotherhood. These changes register growth. Nor are the changes so sweeping, or abrupt, that they indicate thoughtless speed. They mean new, sane adaptations, and new progress.

White Collar Out of Work Mark was a newspaper man, and then an advertising man—at \$10,000 a year. Then he lost his job, and was out of work in the dead of winter for five months. Savings were used up. The wolf was at the door. Sickness came. Mark contemplated suicide. His wife worked. Suffering, shame, pain, and resentment. Now all this is told by Mark's wife in the July Harper's Magazine under the title “Man Out of Work.” It is an anguished story touched with bitterness. But it comes out on some firm ground. “Always,” this wife says, “We have the dim sense of living close to a precipice—the common fate, I suppose, of the average skilled or unskilled worker—who sells his services for a weekly wage in this great era of prosperity.” One flash of illumination. Yes, lady, you have reached to the secret of labor trouble, labor psychology and labor philosophy. The fear of losing the job. The anguish of jobs lost. The uncertainty, instability of our economic system directing its unequal burden against those who can bear it least. Perhaps if more \$10,000 men could be out of work for a painful period, there would be less sneering at unions, and less lies about unions in the public prints. And you, dear lady, ask, “In a country, like ours, where the real wealth is so vast that the liveliest imagination can scarcely comprehend it, is there not enough corporate intelligence and good will to do away with the mighty load of human misery borne by these millions out of work?” And the answer is, yes, enough corporate intelligence, lady, but not enough corporate sympathy and imagination. Those with food in their bellies simply forget those who have none. Unless those without make them remember, there is no social progress.



WOMAN'S WORK



WHAT SHALL WE DO SATURDAY AND SUNDAY?

Five-Day Week May Cause a Migration to the Suburbs

LEISURE time and the means to spend it pleasantly make up one of the main objectives of the average person's life. In fact, that is one of the reasons we work, and join unions, and ask for higher wages and shorter hours. Now that the five-day week is being written into so many union contracts, workers are getting into the leisure class two days a week, at least, and it remains to be seen how we can make use of this time both profitably and pleasantly. This is one of the factors upon which the success of the short work week is hinged. Some employers take the old-fashioned attitude that working men are like children, filling vacant hours with mischief, to whom the five-day week is only an opportunity for one gay round of "whoopie" from Friday night to Monday morning. There no doubt are a few "whoopie makers" in the ranks of union craftsmen but they're not in the country-club class—for financial reasons, if no other. A man whose time value is computed by the hour generally feels that those extra hours he has for himself ought to be put to some constructive use.

The need for an intelligent use of leisure ought to be a factor in leading wage earners to forsake city apartments. If economic conditions permit, an "own your own home" in the suburbs movement ought to be a happy result of the five-day week. Few of us can indulge extensively in hobbies or sports because of the expense involved—we want to combine pleasure with profit. A man who has his own home and garden, never has to seek a pleasant sparetime occupation that he can chalk up on the profit side of the ledger. Every hour that he puts into his house, lawn or garden, scores a direct financial gain. Besides providing more commodious and healthful living conditions for his family, the man buying his own home is making an investment that, if chosen wisely, will not depreciate in value. Mere financial gain is not all he gets—there is that perfectly idiotic pride in home ownership that makes a man admit he'd rather stay home and water the lawn than go to the ball game—to outsiders it seems about as silly as young love, and to the insiders it's just as happy a state of mind.

Cliff Dwellers Migrate

And what can you do with your two-day a week holiday if you live in an apartment, except indulge in frantic efforts to get away from home? It is the cliff-dwellers who menace each other's safety on the highways, who sizzle on the beaches and throng the Sunday movies. The home owner stays home, cool and comfortable, uninterested in the futile pursuit of fruitless pleasure. His not the angry sunburn, the hot-dog loaded stomach, the empty pocket and the corrugated brow; his only the peaceful serenity of one lying in a hammock in the shade.

From many sources comes the statement that this year is the biggest opportunity for real estate buyers that has been known for some time, and one that is not likely to be

repeated, if the tariff has the expected effect on building materials. The depression has punctured the prices of speculative builders, and the slow season has brought down the cost of new building. An electrician who has money to invest can do no wiser thing than to build, buy or remodel. In many cases he will find that the payments on a small house in an outlying section are actually less than rent of a downtown apartment, and will buy him about twice the space and many times the comfort he formerly had.

In the field of new building, it is said that both contractors and material dealers are offering substantial inducements to people who build now that work and sales are slack. Money is said to be "easy" which doesn't mean it is easy to get, but that interest charges are not high. Building and loan societies offer the best terms on new building. The fact that they insist on good locations and conservative building protects the owner as well as the financing company. Remodeling an old dwelling is another attractive way of providing a home at low cost and when intelligently planned gives some delightful results.

Owning your own home gives you something profitable and pleasant to do with those valuable hours from Friday night till Monday morning. We all know people who have profitable spare-time hobbies such as raising flowers, fruit, pigeons, chickens, canary birds or Persian cats. These people are having a good time and adding to their incomes, but they couldn't do it if they were living in city apartments.

Craftwork At Home

Few wage earners can afford to take extended vacation trips, but it is possible to enjoy week-end vacations, if not actually travelling, at least in doing things that break up the monotony of the regular routine. What a good time, coupled with a solid sense of satisfaction, for instance, a family can have in cleaning, painting, repairing and refurbishing the old car till it looks and runs like new. Building, remodeling, refinishing things for the house and garden are fun when these tasks are outside the daily occupation. But it is necessary to "get organized" and plan carefully in advance so that all necessary tools and materials are on hand to make the job run pleasantly. It is well to decide at the beginning of the week what the week-end program is to be, so that everything may be in readiness. Work or play, plans must be made or the good times seem to just evaporate into disappointment.

If the suburban home owner wishes he could go off to a high class vacation resort and can't afford it, he can make his home into one, for an occasional week end. After all, what do you get at the summer hotel? Bridge playing on the porch, outdoor sports, and possibly swimming. We can invite in some friends, organize a table of bridge, fix up a croquet set and horseshoe pitch, we've

got a good bathtub and the kids can run under the lawn sprinkler, so what more do you want? Besides, we get good meals and no mosquitoes. We can roll back the rugs, play the radio and dance without worrying about the cover charge.

The poor, sweltering apartment dweller should plan to spend as much time out of doors in summer, as possible. If he can't afford to rent a cottage in the country, or can't get invited to one for the week-end, at least he can manage a few all-day picnics.

The thing to do is to plan in advance exactly where you are going, what and how often you are going to eat, and what you will need to take along. Don't trust to luck to give you a good time. It is not necessary to make a long trip to some far away spot if there is a favorite shady nook closer to home. Doctors declare that long automobile trips in hot weather are not an aid to health. Take along blankets to sit on, fishing tackle, bathing suits, food, magazines, and anything else you think you will need, and spend the day loafing out of doors.

Eats Not Everything

By the way, let everyone remember that mother deserves week-end vacations as well as anybody else. Running a house is a harder, meaner job in hot weather and mother is apt to feel that she is the "goat" if she has to work when everybody else can play. Of course, everyone has a more enjoyable time if mother can play, too, so let each member of the family demonstrate a spirit of helpfulness in small details, and if necessary the whole group can pitch into such jobs as cleaning up the house, making the lunch, etc., so that mother can go on the outing with a clear conscience.

Mother should plan to do little cooking over Saturday and Sunday. The traditional big Sunday dinner is not necessary in summer, in fact it isn't even advisable in hot weather. A cold meal with one or two simple hot dishes is more healthful and appetizing. On Friday, then, let the homemaker do her week-end cooking. She could prepare a big pot-roast or meat loaf for slicing cold; baking dishes full of escalloped potatoes, macaroni and cheese or rice dishes for quick re-heating; and she might fill the ice box with well-washed vegetables in cotton bags ready for quick salads, and molds of vegetable or fruit salads in gelatine, already made up. If the family is fond of cold beverages—and who isn't?—a little attention to collecting fruit syrups, putting strained tea aside to cool, keeping ginger ale, grape juice, oranges and lemons always on hand, make it possible to produce delicious drinks with hardly an effort.

Let's try to make our summer week-ends valuable both for work and healthful pleasure. Then trade unionists can point out that wage earners know how to make an intelligent use of leisure and some of the critics of the five-day week will be shown that their arguments are pointless.

Keeping Cool



A quaintly fashioned sports frock of yellow calico (upper right) is trimmed... with white rick-rack braid and has a hat to match.....

An ethereal dinner dress of printed net, trimmed with horsehair braid, and a jackette to match (above) are delightfully airy..

The beach ensemble (right) includes a tie-on circular skirt, sun hat and zipper bag of fairly printed cotton, worn with the bathing suit.

Courtesy Cotton Textile Inst.



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ON EVERY JOB *There's a Laugh & Two*

Suppose you boys noticed we got squeezed out of the JOURNAL time before last * * *. S'too bad, when we have such a lot of excellent material coming in all the time. Some day we ought to have a special number all to ourselves—or start a new humorous magazine. All we need is a few drawings of bathing girls. Now for a few of our new contributors:

Down to Brass Tacks

This is a copy of the very terse note which one of the Brothers received from his beloved wife, to warn him that his seventh wedding anniversary was at hand:

"How sad it is so soon to lose
Those sweet pre-nuptial thrills;
Behind us are the dove-like coos;
Ahead of us the bills!"

Just Too Bad

T. A. G., of L. U. No. 108, is having a quiet laugh on one of his girl friends. It seems that the lady picked up a 60-amp. fuse and walked several blocks to deliver it to the manager of the bus station, thinking it was some valuable part of one of the busses.

It was a Buss fuse.

Bright Sayings of the Children

One of the good Brothers of L. U. No. 134 says that his small son was asked in school the other day if he could name three of the world's most famous men. He promptly replied: "Yes, I can, teacher!

"Abraham Lincoln. He freed our country from slavery.

"Henry Ford. He freed millions of horses from their work.

"And Mr. Hoover——" John paused.

"Well," said the teacher, "What about Mr. Hoover?"

"Well, teacher," said Johnnie, "He freed my dad and a lot of other workers in this country from their jobs."

An Original Scotch Joke

M. J. Butler, our wise-cracking Irish friend from Local No. 3, was enjoying the sights of Piccadilly, London, when he ran into his old friend, Sergeant Ferguson, from Dundee, Scotland. Ferguson had just returned from the Indian Service, and three years' back pay was burning a hole in his pocket, so he invited his friend to go to the circus.

They visited the side show and the Scotchman immediately got interested in the Siamese Twins, and to his great surprise Brother Butler heard him whisper to one of them:

"Dearie, if you can get away after the show I'll take you out to dinner tonight."

The barbers have their problems, too. Here's a story told by Anthony J. Offerle, of Local No. 723:

Mrs. Robert Katz phoned her husband that she would call for him at his office. Not finding him there, she looked in at the barber shop on the floor beneath.

"Bob Katz here?" she asked.

"No, madam," replied the indignant barber. "We certainly do not bob cats here."

Well, John, it certainly sounds like a real vacation; when do we start?

Some Day

Oh Muse of melody and tune,
Wake Heaven's sweet lyre and sing
Of golden stars and silvery moon;
The songs I am always dreaming.

Let royal strains of music here
Gladden us with delight;
Time has come for festive cheer,
Every countenance is bright.

Some day when gold is plenty
I will gladly be your guest;
You know I am over 20
So kindly do your best.

Some day I will be supreme
In money and over land;
I will have a fishful stream
In woods for pleasure planned.

Where I can chatter and debate
Beside the babbling water;
I'll drop a line and sit and wait
For some old man's daughter.

I will build a grand resort
For chosen friends out there;
A castle where men can sport
In meadows green and fair.

A scene of plenty from the door,
Green vales, the crops and trees;
A sun in splendor shining o'er
All the comfort, joy and ease.

I will draw it from a lair,
A soulful slumbering dream;
Veiled and empty as the air—
So real the vision will seem

That poets will come some day
And take their golden lyres;
Sing songs of mirth and play
Sweet music on the wires.

JOHN F. MASTERSON,
L. U. No. 39.

Or a Bright Lineman

Knute Rockne, the famous coach of Notre Dame, was having his troubles with a young Celtic candidate for the football team a year or so ago. The moleskin aspirant was doing everything wrong, and finally, in disgust, Rockne called him aside.

"Kid, you're pretty dumb," he snapped.

"Yes, sir."

Rockne was somewhat flabbergasted by the ready admission, but pressed his point.

"Irish, ain't you?"

"Yes, sir."

"Well, just one question—can you tell me what is dumber than a dumb Irishman?"

"Yes, sir."

"What?"

"A smart Swede."

Rockne spent the remainder of the afternoon muttering to himself, while the young football aspirant pranced gaily up and down with the team.—Forbes Magazine.

The Panic

"Things are getting tougher," I hear every-one say,

And I hear heart-wringing stories somewhere every day.

Some are seeking remedies for such that holds us so,

Others tell us our mistakes that we painfully know.

On corners, soap boxes creak under roaring "bull,"

Hot heads cry for Democracy just to get a pull.

Some are wet, some are dry, and some either way

While another sits and looks with not a thing to say.

We have around us powers that merge with grasping greed.

And growths we could have checked are no longer seed.

If you're in trouble, seek help where it can be found

But never curse a stranger when he won't stand your ground.

LEROY R. POPE,
L. U. No. 125, Portland, Oreg.

Are You A Man?

I do not ask, my friend, if you
Were born a Gentile or a Jew,
A Buddhist, or Mohammedan—
I only ask, are you a man?

It matters not, my friend, to me
If you are black as black can be,
Or colored red, or brown, or tan—
I ask but this: are you a man?

I care not, brother, whence you came,
Nor do I seek to know your name,
Your race, religion, creed or clan—
I want to know if you're a man?

I care not if you're homely quite,
Or handsome as an angel bright,
If you, throughout your little span,
Have only shown yourself a man.

I think that most men think like that;
They hate a weakling, loathe a rat;
They've always liked, since time began,
One who is first and last a man.

ANTHONY J. OFFERLE,
Recording Secretary, L. U. No. 723.

Darktown Divorce

A laborer on the job had been entertaining the boys during lunch hour with some of his domestic experiences. One of the Brothers who had been checking and double-checking called his attention to the fact that according to his tales he must have had "five wives!" After assuming a thoughtful attitude and doing some mathematics on his fingers he replied, "At's right, there wuz five of 'em."

A member of our "Alimony Club" being a little doubtful inquired, if he didn't find the lawyer's fees expensive?

This brought a smile to the darkey's face, "Boss," he said, "We don't bother with no lawyer, I just gets a mileage book and rides it out."

And much obliged to— G. M. S.,
Local Union No. 211, Atlantic City, N. J.

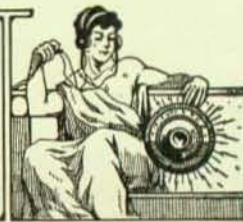
THE BLACK SHADOW

Drawn for Electrical Workers' Journal by Harris S. Goodwin





RADIO



HOW TO BECOME YOUR OWN BROADCASTER

By AUSTIN C. LESCARBOURA, Member I. R. E., Member A. I. E. E.

HOW would you like to become a broadcaster, for the purpose of trying out your microphone personality? Or, again, how would you like to play a practical joke on family or friends by having



A PIECE OF STIFF PAPER, FOLDED IN HALF WITH THE FOLD FASTENED TO THE NEEDLE, MAKES AN EXCELLENT MICROPHONE OUT OF THE USUAL ELECTROMAGNETIC PHONOGRAPH PICK-UP.

your radio set supposedly pick up China or South Africa or the North Pole? Of course you would. It's a brand new thrill from your old radio set.

Fortunately, with the high amplification available in the average radio set of today, it is a very simple matter to talk through your radio set. All you require is a discarded loud-speaker or pair of headphones, or, better still, an electromagnetic phonograph pick-up. The induced current arising from the vibration of the diaphragm or armature in such devices is quite sufficient



THE CONCEALED TYPE OF CONE SPEAKER, SET IN A BAFFLE BOX, IS PERHAPS THE MOST DESIRABLE FORM OF LOUD-SPEAKER MICROPHONE.

to transfer the electrical sound equivalents to the radio set amplifier, which builds up these equivalents so that they may be translated by the usual set loud-speaker into close approximations of the original voice or sound.

If the radio set is provided with a phono-

graph jack, the problem is readily solved. All that is necessary is to plug the loud-speaker, headphones or phonograph pick-up into that jack, turn up the volume control, disconnect the antenna from the set or remove one or two r. f. amplifier tubes, and the job is completed. If, however, the set has no phonograph jack, the loud-speaker, headphones or phonograph pick-up should be connected across the filament and grid of the detector of the radio set.

Try Experimentation

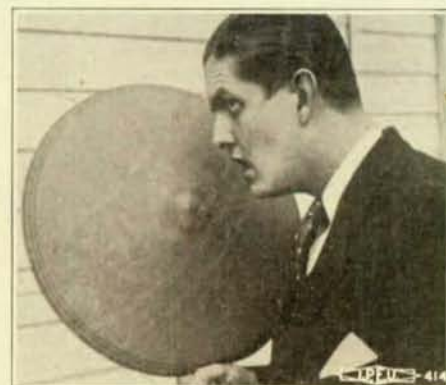
Sometimes better results are obtained by connecting across the filament and plate of the detector, or again the filament and grid of the first radio tube. A little experimentation will soon disclose the best arrangement. By tapping the loud-speaker, headphones or needle of phonograph pick-up, it is possible to determine when a microphonic effect is being obtained. When the arrangement is most efficient, there is apt to be an acoustic feedback or coupling between set loud-speaker and the additional loud-speaker employed as the microphone. In other words, the loud-speaker or the set will begin to howl, due to its sound waves striking the additional loud-speaker, feeding back to the first loud-speaker, and so on and so on, in a continuous cycle. To avoid this feedback, the microphone loud-speaker should be shifted about the room, thereby changing the distance and the air column, so as to get out of acoustic resonance. Again, the microphone loud-speaker may be tilted at various angles to get away from the acoustic coupling. Fortunately, with headphones or phonograph pick-up, there is an absolute minimum of acoustic coupling, and this howling is not apt to be encountered.

The best form of microphone loud-speaker is the concave cone speaker, because it may be spoken into, concentrating the sound and providing utmost response. However, the double cone loud-speaker, such as the old 540 Western Electric, may be used to good advantage by talking into the speaker from the rear, through the opening. This also serves to concentrate the voice or sound, and provides maximum response, although at the sacrifice of quality. A muffled, hollow sound is produced when speaking into the loud-speaker in this manner, as contrasted with the more natural tone when speaking to it from the front.

Headphones work very well as microphones, especially when the two receivers are held close together, partly facing each other, in cupped hands. The pitch is certain to be higher, due to the fundamental frequency or timber of the diaphragms. This is not disagreeable in the case of the speaking voice. It makes for greater intelligibility, even though it may not be as natural.

New Thrills

The phonograph pick-up is a most interesting form of pick-up. Here it becomes



THE USUAL DOUBLE-FACED LOUD-SPEAKER CAN BE USED AS AN EXCELLENT MICROPHONE. SPEAKING INTO THE FRONT FACE PRODUCES NATURAL TONE WITH FAIR VOLUME.

necessary to fasten a piece of paper, folded so as to form a V, on the needle or stylus, and to talk to one side of that V so as to obtain the greatest vibration of the needle or stylus. A paper cup may also be employed to good advantage. The phonograph pick-up provides the most natural response, is highly sensitive and quite free from acoustic feedback.

All of which provides plenty of opportunity to secure new thrills from the old radio set. And the idea may even be applied to some practical value. For instance, in centralized radio installations, it is by no means uncommon for workers to page others or transmit orders by speaking into the loud-speaker monitor on the centralized panel. In fact, this practice is quite common. The phonograph pick-up is also employed frequently as a microphone in paging persons throughout the building, or transmitting orders.

Special days for the union label agitation are good, but making every day a union label day is much better.



USING AN ORDINARY PAIR OF HEADPHONES AS A MICROPHONE FOR BROADCASTING OVER ONE'S OWN RADIO SET.

CONSTRUCTIVE HINTS

Radio Socket a Power

Many of the A power units on the market are unsatisfactory. The unit consists of a storage battery, a rectifier and a cord to connect from rectifier to the house lighting system. The trouble is caused from the low charging rate, less than 10 ampere hours is added to a battery in 24 hours. With a six-tube set the battery is flirting with a discharged condition rather than a charged condition most of the time.

Starting Compensator Tests

The important tests for compensators cover grounds, contacts, height and conditions of oil and proper working of its over-load and no voltage release. No special tests are required, but careful and frequent inspections are recommended.

What to Inspect

Height of oil in tank	Loose contacts
Condition of oil	Grounds
Auxiliary circuit	Heating

The Annunciator

The annunciator is one of the oldest of electrical devices. It is used for summoning servants, signal to elevator operators, and, in short, for any service that requires transmission of a single signal between two points, not far apart but inaccessible for direct communication by means of speech or manual signals.

Friction Load Tests

Friction load tests can be determined during the noon hour or when the operators are not using the machinery for manufacturing purposes.

For manufacturing plants which are in continual operation inspections should be made weekly or even daily. Complete tests made monthly will usually be sufficient for the most severe cases.

Varying Speed Motor

A motor in which the speed varies with the load, ordinarily decreasing as the load increases; for example, a series motor, compound motor, or series shunt motor is called a varying speed motor. An induction motor with a high resistance rotor is also a varying speed motor.

Enclosed Ventilated Motor

An enclosed ventilated motor is a totally enclosed motor arranged to be ventilated through pipes, leading from a clean, cool supply of air and to some place where there is no fire hazard. These machines are often self-ventilated, having a blower incorporated in their construction which keeps the air circulating. They may be used almost everywhere that the totally enclosed motor can be and have the additional advantage that in hot rooms the cooling air for them may be considerably below room temperature.

Variable Speed Motor

A variable speed motor is one which can be operated at various speeds, and is usually under control at all times. Railway motors, crane motors and hoist motors are often of this type. Wound rotor induction

motors are variable speed motors and, with proper control equipment, any direct current motor may be a variable speed machine.

Totally Enclosed Motor

A totally enclosed motor has no openings for ventilation. The electrical parts of these motors are enclosed in a particularly airtight casing. Such motors are used where acid or caustic fumes, heavy dusts or other material might injure the electrical parts of the motor or clog the ventilating passages and air gap. They are used also where there is danger of overheated winding igniting explosive fumes, combustible material or inflammable dust.

Adjustable Speed Motor

An adjustable speed motor is a shunt wound motor in which the speed can be varied gradually over a considerable range, but when once adjusted remains practically constant unaffected by variations in load; for example, a motor designed for a considerable range in speed by variation in field strength. There is no alternating current motor which will accomplish this without elaborate control apparatus.

Motor Drives

The connection between the driven machines and the motor depends upon many factors, but often the success of the installation hinges upon the method of drive. In every case, the problem should be given careful consideration.

Belts are the most common means of driving machinery and are usually the cheapest. Belts have the disadvantage of being elastic and stretching which causes slipping. Slipping means lost power and often reduced production on the driven machine. The fact that belts will slip is sometimes an advantage, however. Belts will sometimes cause trouble by coming off under jerky loads and they are not desirable for use at high speeds. Idler pulleys and belt-wrappers can be used where the pulleys are close together, of greatly differing size, or to take up the slack.

Chain belts are positive, and are useful for short-center drives. They will not slip. Sometimes they are noisy and some require considerable lubrication. Chain belts are very popular.

For great speed changes, high speeds and close quarters, gearing is generally desirable. This requires rather rigid supports for motor and driven machines and fairly accurate alignment.

Direct drive through a flexible coupling makes the neatest and simplest installation where the motor speed is the same as that of the driven machine. Often it requires careful aligning, however. For high speeds, direct drives are almost universal.

Speed reducers, rope drives, clutches and combination drives find application on special installations.

In planning a motor drive, the speed of the motor should be considered. Always remember that the slower the speed of the motor the larger it will be and the more expensive. Often a high-speed motor can be geared down more cheaply than a low speed motor can be installed to drive directly.

Illumination Design

The general purpose of illumination is to enable things to be easily seen. As things are seen by the light reflected from them into the eye, it is necessary to have the lighting units of such number and intensity and so arranged as to make the things it is desired to see most easily seen. To do this must be taken into consideration the effect of illumination on the eye.

Slate Switchboards

Slate finished marine black makes an excellent switchboard material. Slate is one of the strongest and most serviceable known for this service, and where the voltage of the live parts mounted on it does not exceed 750 volts, its insulating properties are entirely satisfactory. Where necessary for insulation above 750 volts marble panels should be used.

Location of Lights

No general rule can be given for the location of lights for general illumination. It is always desirable to so distribute the units that uniform illumination will result. Where the number and location of lighting outlets is not determined by the architectural considerations, or by arrangement of the furniture and fixtures, it is desirable to arrange the lighting outlets in the form of squares or rectangles.

For a given ceiling height, the less intense will be any shadows produced. The higher the ceiling the larger the squares can be. As a general rule, should about equal the height of the ceiling. For offices that have no desk lighting, the squares should be three-fourths the height of the ceiling to reduce shadows; for stores, the squares can be a little larger. If the room is divided by partitions, each enclosure should be treated as a separate room. Where the ceiling is divided into panels or broken up by girders, the size and location of these often determine the spacing of the lights. In such cases, it is advisable to space the lighting units symmetrically according to decorations and girders and select lamp sizes and reflectors adaptable to such spacing.

Care of Measuring Instruments

While measuring instruments will stand a large amount of abuse, it is prudent to see that they have proper care in order that they may give continuous service with the highest degree of accuracy. I am listing a few suggestions which are well worth while to consider by those who have anything to do with electrical instruments of any nature.

A Job Made Lead Shield

On the job electrical workers at times find it difficult to make some of the patented bolt shields hold. When in difficulty try this: Drill your hole into the concrete deep enough to take the bolt used. Then caulk the hole full of scrap lead. Next drill a hole through the caulked lead one-eighth of an inch smaller in area than the bolt used. Oil or grease your bolt and drive it into the drilled hole. Be sure to use a little oil or grease on the bolt and thereby prevent twisting off the bolt head. Properly done this bolt will hold until the end of time and then some.

EVERYDAY SCIENCE

Rail Joints Kept Tight by New Process

Street railway men are much interested in a new process which has been developed whereby rail joints can be kept tight for an indefinite period. On steam or electric roads having their own right-of-way, the matter of keeping joints between the rails tight is not so important because of the ease with which the bolts can be set up without disturbing the roadway or pavement. In the case of electric street railways, however, where the tracks are set in paving or concrete, loose joints mean an expensive process of breaking up the pavement and relaying after the joint has been tightened.

The inventor of this process believes that the trouble is not caused by vibration loosening the nuts, but is entirely due to the fact that the rail ends, fish-plates and bolts when assembled to make the joint are covered with rust or millscale which prevents an absolutely tight joint, and the continuous rusting tends to still further loosen the joint. The vibration of cars passing over the rails is all that is then necessary to loosen the bolts so that the joint is broken and the ends of the rails battered or broken.

The new process is an application of a system of spraying molten metal onto metal of any kind. By this process, any metal which can be drawn into a rod can be sprayed onto a metal surface of any kind. The torch is operated by compressed air which first drives the rod forward at a predetermined speed and afterwards assists in combustion. The metal rod as it is forced forward passes through a flame made up of two jets, one of acetylene or hydrogen and the other of pure oxygen, which quickly heats the metal to incandescence, and the compressed air blows the melted metal in a fine mist all over the surface to be plated.

All metal to be plated is first cleaned by means of a sandblast, and in the resulting plating operation the spray metal is evenly deposited and makes a solid bond with the metal which is being plated. Brass, zinc, copper, steel, chromium, nickel or any other metal may be used.

Rail ends, plates, bolts and nuts treated by this process, when set up, make as nearly a perfectly tight joint as is possible outside of welding, and joints in actual service for approximately a year and a half with heavy daily traffic have shown no signs whatever of loosening.

Production of Electricity in New England

According to the U. S. Geological Survey, public utility plants in New England produced 5,958,843,000 kilowatt hours of electrical energy during 1928. Massachusetts led all other states with a total in excess of 2,751,000,000. Connecticut was second with 1,270,000,000, and Maine third with about 694,000,000.

Of this total, over 2,377,000,000 KWH were produced by water power. Maine led in water power development with a total in excess of 690,000,000 KWH and Massachusetts came second with over 680,000,000 KWH. Vermont was third with over 444,000,000 KWH, and Rhode Island produced the least, just under 5,000,000 KWH.

To produce over three and a half billion kilowatt hours of electricity by fuel power in New England, there was consumed a total of 2,748,000 tons of coal and 570,875 barrels of oil. In fuel consumption, Massachusetts led with over a million and a half tons of coal and nearly 400,000 barrels of oil.

In percentage, New England produced and used 6.78 per cent of all the electrical power used in the United States. The percentage of water power to the total electricity produced in New England was 39.9 per cent, which was 6.86 per cent of all the water power electricity produced in the United States.

Kansas Refrigerators Use Most Electricity

Figures gathered by the committee on the relation of electricity to agriculture from users of electric refrigerators on farms in 11 states show that Kansas is evidently the hottest of the 11, in that it requires more electricity per month to keep the refrigerators cool than any other state, the average being 68½ kilowatt hours. Nebraska, a near neighbor, runs second with 67½ KWH, while Iowa only requires 45 KWH. One of the surprising things in this survey is that Alabama, ordinarily classed as a hot state, requires an average of only 50 KWH a month. The lowest among the states reporting is South Dakota, requiring 33.2 KWH, New Hampshire 34.3 KWH and Minnesota 36 KWH. The average for the whole 11 states was 46 KWH per month.

Street Cars Heated From the Top

Many of the new electric railway cars now being constructed are heated by what is termed a "reverse flow" system wherein the heated air is introduced at the roof and the foul air removed through the car floor, thus insuring an even heat throughout the whole height of the car and a constant stream of fresh, warm air free from all foul odors. The system is controlled thermostatically so that a constant heat may be maintained without attention from the motorman or conductor. Cold air naturally accumulates on the floor, and this, rather than the warm air, is exhausted, so that less power is necessary to heat the car.

Hydro Electric Production Low During 1929

The very widespread drought which has occurred in the United States during practically the whole past summer has so reduced the production of hydro electricity that it is apparent now that the entire gain in electrical production in the United States during the year will be borne by steam generating plants. During the first eight months of 1929, the output of water power plants, as reported by the U. S. Geological Survey, was only 2 per cent over the first eight months of 1928, whereas the production of energy by fuel-using plants had grown 18½ per cent. Because of the continued drought in many sections during September and October, it is predicted that there will be no increase for the whole year and possibly a slight decrease.

Although the flow of some rivers, which have been harnessed to produce electricity, has been reduced to the lowest point in 25 years, no curtailment in the supply of electric power has been necessary because of interconnection of practically all hydro plants with steam plants which have been able to carry the additional load without interruption or curtailment.

"Konel" a Substitute for Platinum

Electrical engineers have developed a new metal alloy to be used in places where platinum has heretofore been principally used. This new alloy is said to be much stronger than any other metal at high temperatures, which makes it extremely useful in the construction of internal combustion engines, radio tubes, etc. It was developed in the Westinghouse research laboratories as a substitute for platinum in the manufacture of filaments for radio tubes, which are also extensively used in telephone practice. It was discovered that the new metal was harder to forge than steel and possessed the quality of remaining very tough at high temperatures where most metals lose their strength.

Already, it is said, the substitution of this metal for platinum is saving \$250,000 a month in the manufacture of radio tubes. Platinum costs approximately \$180 an ounce, where "konel" can be made for a few dollars a pound. "Konel" filaments in radio tubes last approximately 10 times longer than any other filament heretofore used. Tubes with filaments made of this new metal can be operated at 175 degrees colder than tubes with platinum filaments, but with the same emission, thus providing better reception results. Platinum alloys are used extensively in the manufacture of telephone equipment to provide wearing surfaces for the millions of contacts constantly used in putting through telephone connections.

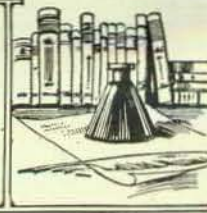
Insurance People Have Big Interest in Public Utilities

In addition to the several million people in the United States who own securities of public utility companies, every holder of an insurance policy of any kind—whether life, accident, fire, security, compensation, etc.—has an indirect interest in the securities of these companies. According to Bonbright & Company of New York, more than \$934,000,000 of the funds of 35 of the largest insurance companies in America are invested in public utility company bonds. This sum represents slightly more than 20 per cent of all security holdings of these companies. In 1921 the proportion was only 7.7 per cent.

The higher institutions of learning, such as the larger colleges all of whom have endowment funds from which a large proportion of the running expenses are derived—also invest a large part of these funds in public utility securities. It is stated on authority that in the general fund at Harvard, amounting to more than \$61,000,000, over one-third is represented by public utility securities. Columbia, also, has one-third of its endowment fund invested in a similar way.



CORRESPONDENCE



PACIFIC-NORTHWEST CONFERENCE

Editor:

On February 16, 1930, most of the locals in the northwest were represented at a meeting in Seattle to discuss ways and means to improve our situation in the Pacific northwest. While it is true that perhaps we are as well organized and our conditions compare favorably with any other section of the country, nevertheless, it is the consensus of opinion that we are handicapped to a certain extent for additional compensation, better working conditions and legislative protection with part of our industry unorganized.

The following locals were represented: 46, Seattle, Thomas, Heman, Hahneman, Bowe, Buckman, Hilpert, Hamburg, Patterson; 48, Portland, Ream, Thompson; 73, Spokane, Brownell, Scott; 76, Tacoma, Morrisette, Newton; 77, Seattle, Blair, Merwin, Mulkey, O'Neil, Sears, Snyder, Stallcop, Swain; 125, Portland, Clayton, Martin; 191, Everett, Erickson, Gibbs, Shaler; 213, Vancouver, Morrison; 230, Victoria, Casey, Reid; 483, Tacoma, Meliza, Wells; 497, Wenatchee, Miller; 523, Yakima, Gallant; 574, Bremerton, Morgan; 970, Kelso, Leach; 1032, Bellingham, Boland; 1086, Tacoma, Girard, Melby.

It was decided that this be made a permanent organization and that the territory include Washington, Oregon and British Columbia and a constitution was adopted at a later meeting with a preamble that tells the entire story: "Our endeavor is to secure the greatest good for the organized electrical worker, to raise the standard of workmanship in our craft, and pledge ourselves to secure, through honorable means, the enactment and enforcement of just legislation which will further promote the cause and interests of the organized electrical workers of the Pacific northwest."

The expenses of the organization will be met by a per capita tax of 25 cents per month which will give the organization sufficient funds to really attempt to accomplish the results desired. Most of the locals have already subscribed to this program.

It is realized that we have practically a new country and as yet have hardly passed the village stage, but with our timber, fish, and undeveloped minerals and hydro power, and with the place that the Pacific northwest is due to play in the commerce of the world our future as workers in the electrical industry will rest to a large extent on the foundation we build today.

If we can eliminate our petty ill feelings and personalities and if we can gather the facts of our industry as they actually exist, and if we will put as much effort and thought into our industry as a business man would put into his industry then we cannot help but succeed.

We have as yet a young industry and from its many ramifications it is different from most other organizations and it will take the efforts of each member of the Brotherhood to keep pace with its growth, therefore each must do his part.

We have, perhaps, made some mistakes in the past, and most likely will make some more in the future, but if we will aim high, be consistent, play fair with each other, we can accomplish anything. The Pacific North-

west Conference of electrical workers bids fair to become a part of this program.

PRESS SECRETARY.

MONTANA STATE COUNCIL OF ELECTRICAL WORKERS

Editor:

The semi-annual meeting of the State Council of Electrical Workers was held at Missoula, June 27, 28, 29. Nearly every local in Montana had one or more representatives there, and our International Representative, Brother Harry Bell, was present.

Under the able leadership of our president, Brother E. K. Duncan, of Butte, and our secretary and treasurer, Brother E. A. Rodgers, of Great Falls, much routine and new business was transacted.

Although the Montana State Council of Electrical Workers is a young organization, it has and is doing much to promote a better understanding and a feeling of good fellowship between the locals, and it affords us an opportunity to iron out our troubles and promote our own welfare that could not be gained in any other way.

Much praise is due Local Union No. 408 of Missoula, and the citizens, for the way in which the convention was handled and the royal treatment we received from them.

We were taken to Bonner and Mill Town to inspect the Anaconda Company's lumber mills after which we had a splendid luncheon at the Orchard Homes Club House. We were also given a smoker at the Veterans of Foreign Wars Hall, where we had another big feed and heard some very constructive talks. We all left with a feeling that our time was well spent, and we are looking forward to the next meeting which will be held at Helena in January.

CHAS. L. SPAULDING,
Member of Press Committee.

L. U. NO. 1, ST. LOUIS, MO.

Editor:

Labor, as I foresaid in former writings, is the only possible means of straightening out the tangle into which the economic condition has gotten. No laws or special privileges, not even the tariff racket, will be of the least aid, for economics recognizes neither politics nor party. On July 12, Senator Watson, of Indiana, during the Hawley-Smoot tariff debate, prophesied that within 30 days business and finances in the United States would be on the ascent. Since, wheat and cotton, at wholesale, have declined. The steel mills, contrary to Senator Watson's expectations, have decreased both in production and employment. The freight loading, automobile industry, and other manufacturing commodities have dropped considerably. Representative Crowther used beautiful language when he endeavored to explain Grundyism—"The country would then blossom out in the full sunshine of prosperity." We, who can interpret the oratorical phrases and the spell-binding vocabulary employed by leaders and law makers, can readily understand Senator Watson and Representative Crowther.

Canada comes in for her share of the criticism of the Smoot-Hawley tariff racket

and threatens to enact laws to shut out American production, just as Europe is about to do and Italy has done. The only way to settle the question is for labor to use a level head and live as economically as possible until the shelves of the warehouses are once more empty. Then conditions will naturally improve, demand will survive, money will be more easily obtained and soon the awful strife of unemployment during 1929 and 1930 will be a memory. Let us hope it will not include 1931.

ROBERT B. MILLER,
The Cabin Boy.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

We started in our one meeting a month and it sure was the quickest meeting I have ever attended, but it was a hot night so the boys were glad when it was over, but still you can do quite a little at a meeting when it is all business and very little arguments.

It certainly opens the eyes of the locals who have not got the five-day week to see how it has benefited the locals that have it; it sure has taken care of the unemployed. Local No. 7 is still one of the unlucky ones, but I hope to be able to write in my next letter, telling the Editor to put us on the list with the locals who are on the five-day week.

We still have quite a few Brothers out of work, but we are getting wonderful assistance from our nearby locals and quite a few of the Brothers are working out of town on permit. They appreciate it, and makes us feel we are being paid back for what we have done last year at this time, for we had over 20 men from out of town and we kept them busy into the fall as long as we could.

Local No. 7 sends its sympathy to Local No. 501 over the loss of their able leader, Brother Henry Wilberger, for he sure was good to us in our need. We have some ex-members in Local No. 501 and would like to hear from them especially our ex-president, "Dutchy."

I had quite a few of the Brothers asking me to write in and ask if President Broach will explain the traveling card and how it should be used.

Here's hoping we will have some more comments from President Broach in the August WORKER, for they are interesting to old and young in the labor movement.

E. MULLARKEY.

L. U. NO. 12, PUEBLO, COLO.

Editor:

Local No. 12, of Pueblo, is still here even though you have not heard from us for a long time. The press secretary has been looking for some news items; they have been very scarce and work very quiet, but our public gets tired of reading that item from nearly every other point in the U. S. A.

The reason I am writing this month is because I have two real red hot news items.

Item No. 1. We have at last, after years of labor, got a new up-to-date city ordinance put through. "Believe it or not"; but I believe it.

Item No. 2. Pueblo Local No. 12 has

joined the ranks of the progressive organizations listed in the roster of the five-day week locals. "Ain't dat sampin'."

W. M. FRENCH.

L. U. NO. 18, LOS ANGELES, CALIF. Editor:

The following officers were elected at the meeting of June 26: President, Charles Eckles; vice president, Joe Sharpless; recording secretary, C. M. Feider; financial secretary, L. P. Morgan; press secretary, N. Cordy; treasurer, W. R. Saunders; two inspectors, Clarence Williams and Wm. Carroll; foreman, F. R. Faulkner; trustees, Ed. Kelly, Ray Mangan and C. F. Sorenson; executive board, A. A. Helvey, W. R. Houston, Evan Hughes, L. P. Morgan, G. C. Mueller, Lewis O'Hara, C. O. Schrank, H. M. Williams, and Jess Wood; delegates to L. A. Central Labor Council, Frank Belzner, C. M. Feider, Evan Hughes, L. P. Morgan and O. Sanders; delegates to San Pedro Central Labor Council, Geo. J. Mader, C. K. Maloy and R. W. Sylvester.

Local No. 18 was highly gratified at President Broach's selection of Brother Feider for the Constitutional Revision Committee and is highly elated at the report brought back by Brother Feider, though we haven't heard the half of it at this writing.

Things are looking a little better in the economic field just now. All our members are employed at the present time. This condition has been largely brought about by the activity attendant on the craze for "vest-pocket" golf. This of course is a more or less temporary condition and should not be taken as an indication of a boom or even as a return to normal conditions.

"SKORGY."

L. U. NO. 26, WASHINGTON, D. C. GOVERNMENTAL BRANCH Editor:

It has been about five months since our local has been heard from, but we are still on the map. The press secretary has been on night work so much that he has lost count of the days and months. Spring gardening, spring painting, spring fever and the heat are some more good excuses even though they are run down at the heels from being used too often.

Our roll call of members shows an increase of 50 per cent over what we had when we were chartered a little over two years ago. This is a good showing when it is considered that we are almost entirely dependent upon the naval gun factory for our membership. Getting members from other departments, or why we are not getting them is a long, sad story covering about 400 chapters, so we will consider the limited space in our JOURNAL and let it go at that.

At our June meeting we entertained the proposition of group or blanket insurance for the members of the local. The idea of making this insurance compulsory was smothered almost before it got started.

When a vote was taken to register the individual preference of those present at the meeting, there was an insufficient number wanting this insurance to make it possible to secure the low rate offered. Apparently a majority of the boys are carrying about all the financial burden that the old pay envelope will stand and were not to be tempted, even by cheap insurance.

Employment at the naval gun factory was recently given a boost in the wrong direction. Our own gang has been unaffected so far and we hope that the other trades will come back strong, since job hunting these days is an experience that none of us care for. Congress has just passed an improved retirement law. This is good news for our

older members, so it seems that if we have enough luck some of it is sure to be good.

The sweat is dripping off my whiskers, so I guess it is about time to sign off. Since most of those who will read this live in this same burg, it is hardly necessary to explain why your press secretary is all wet.

E. DURAND.

L. U. NO. 28, BALTIMORE, MD. Editor:

Inasmuch as the weather is extremely hot and uncomfortable, and being somewhat late in our writing, we will endeavor to be brief in this month's narrative.

Having mentioned the event of our annual "ordeal" or election in last month's issue, we will now give you a list of the new officers. President, E. G. Sells; vice president, R. C. Beck; recording secretary, F. J. Meeder; financial secretary, T. J. Fajen; press secretary, R. S. Roseman; treasurer, A. C. Kries; executive board, P. L. Wyatt, J. H. McCauley, F. W. Daum, H. Roeder, W. W. Welsh, S. T. Duhan; foreman, John Franz; examining board, E. F. Wheeler, W. Barnett, C. T. Thompson; inspector, O. Watson; trustee, W. W. Welsh; delegates to Federation of Labor, F. C. Bandel, C. T. Thompson, F. J. Meeder, C. O. Darney; delegates to building trades, F. C. Bandel, S. Prather, C. T. Thompson, C. G. Scholtz; label trades, L. McNeil, A. Buchoff.

These officers will serve for a term of two years, the four-year amendment having been defeated.

As a sort of aftermath, or celebrating a general get-together after election, the local staged a great crab feast. What an affair that has been! There were eats and drinks galore, everything planned in generous style. The committee deserve our heartiest congratulations for their successful efforts in our behalf. No one needed go away hungry or thirsty. The bill of fare included sandwiches, crab soup, crab cakes, steamed crabs and "oodles" of beer and soft stuff. There were games of every description from quoits, all the way up the line to the great African game of golf, or better known as bones. Also there were chances to bathe and row. The boys enjoyed things in great style by staging bag races, egg-in-spoon races, wrestling and, last but not least, the great game of initiating unwary Brothers into a realm not yet clear to the

press secretary. This is performed by the generous use of beer on the victim. On the job the boys generally make use of oil, paint, or whatever is at hand. We were one of the beer victims, hence in a position to know. The boys proved to be real 100 per cent Americans in so far as souvenir collectors are concerned. They certainly collected souvenirs, for bats, balls, quoits, etc., went the way of all good souvenirs. They must have felt that these things will still remain in the family circle, so what does it matter?

The baseball team still is functioning and this past week added another victory to their list. Brothers Bill Bley, Jerome Stern and the good support of the rest of the team featured this game. They certainly deserve the big hand for their sacrifices and hard work for Local No. 28.

The boys still indulge in fishing parties with varying degrees of success. To listen to them tell it, the fish they catch would fill the Atlantic and require nothing short of cranes to hoist them out of the water. Knowing wire jerkers as we do we just have to grin and bear it.

To those from out of town who once worked in our jurisdiction and seek the information as to work, etc., can say that things are now at a practical standstill—the big jobs finished up and men beginning to walk—so use discretion and if you must come please get in touch with the office.

ROBERT S. ROSEMAN.

L. U. NO. 39, CLEVELAND, OHIO Editor:

In an article a few months ago we told of the work then going on in connection with the new union depot and the part our local had in the electrification of 17 miles of track, from Linndale on the west to Collinwood on the east. This work has kept quite a number of our own as well as visiting Brothers busy for the past six months and now that the work is virtually completed, many of the visiting Brothers have gone back to their home locals. We wish it were possible to keep them here for they would indeed be a valuable addition to our local. However, inasmuch as there is no further work in view at present, we have to bid them good-bye and good luck.

Local No. 39 is indeed rather proud of the fact that it had a part, even though



SOME HIGH LIGHTS OF L. U. 39. LEFT TO RIGHT: J. A. MOORE, WALTER LENNOX, HI RECTOR, H. DAVISON, AND H. C. FEHR.

small, in such a gigantic development as this union station has been, and we take pride with the rest of our citizens in such a beautiful addition to our city. So, as we invite you to visit our fair city, we know that you will be ushered in through one of the most beautiful union stations in the world, which is a monument to engineering skill.

The Muny Light job which keeps most of us busy is going along smoothly and we are enjoying good working conditions commensurate with a living wage.

We have just passed through our annual election and very little change has been made in the personnel of our officers. Brother Hi Rector still wields the gavel as president and Phil. Grow, an able assistant, as vice president. Walter Lennox retains his office as business manager and recording secretary and C. A. Bohmer was re-elected financial and press secretary, with L. D. Moore as treasurer. As foreman we have William McCarthy, and inspectors, P. Hovis and Max Cooney. We have a newcomer as trustee, Art Lawrence, who during the day manages to keep busy in the meter department, and last but not least, members-at-large on the executive board, C. Anderson, Leo Connors and A. A. Hines. These comprise our officers for the year 1930-1931 and I know it will be their purpose to do their utmost to advance the affairs of the local and the cause of the Brotherhood.

I am sending a picture of some of the officials of our local and municipal light plant. They are, left to right: Brother J. A. Moore, one of the oldest members of the local and general line foreman of the Muny plant; Walter Lennox, our hustling business manager; Hi Rector, president of the local and Muny foreman; H. Davison, assistant general line foreman; and H. C. Fehr, who, although not a member of our local renders valuable assistance in presiding over the Muny stock room. C. A. BOHMER.

L. U. NO. 46, SEATTLE, WASH.

Editor:

Back home again and almost freezing to death. Just as I was getting used to Spokane weather the convention came to a close and it was time to come home and start the old grind again.

The 29th Annual Convention of the Washington State Federation of Labor opened in Spokane Washington, Monday, July 14, at 10 a. m., in the Eagles Hall. Due to the illness of James A. Taylor, president of this State Federation of Labor, Brother E. E. Bedwell, presiding officer of the Spokane Central Labor Council, opened the convention, Brother Rowland Watson later on assuming the leadership of the convention.

After several welcoming speeches by Spokane city officials and others Brother Harlin read several telegrams, one of them being from President William Green, wishing the convention God speed in its deliberations. After the appointing of various committees we adjourned at 11:45 a. m. Starting at 2:30 we spent the afternoon on a sight-seeing trip of the city taking in Cannon Park where we were served with ice cream and orange juice after which we all gathered in a group and smiled our durndest.

At 8 p. m. Brother J. Scott Milne, Brother Adams, of Walla Walla, and myself attended the meeting of Electrical Workers Local Union No. 73, where it was our pleasure to meet the boys, and let me say right here and now they sure are as nice fellows as one could wish to meet. After the meeting we all attended the meeting of the Spokane Central Labor Council where we listened to a number of speakers.

Tuesday saw the matter of increased com-

pensation for injured workmen taken up. Kenneth Durham, chief counsel for the Federation, read a list of the awards as paid now and the proposed increases, stating the amounts now paid were far below those set by other state and the Federal Government.

Tuesday afternoon saw a further reading of amendments to the industrial insurance act. The delegates also had the pleasure of listening to Senator C. C. Dill, United States Senator from the state of Washington, whose home is in Spokane, tell the merits of the proposed grange power bill. This is a bill of utmost importance to the farmers, inasmuch as it will give them the right to form power districts for the development of power resources. The delegates also had the pleasure of an address by Harry W. Fox, president of the Wyoming State Federation of Labor, and a very interesting talk by Ernest Marsh, U. S. Conciliator of Labor.

Tuesday evening all were guests of the Spokane Chamber of Commerce, where a wonderful luncheon was served and several speakers dwelt at length on the fact that labor and capital were now as never before working in harmonious relationship.

Wednesday Mr. A. W. Hedrecks, of the Eagles, spoke on the old age pension, followed by Brother William Short, past president of the Washington State Federation of Labor, who addressed the convention on the workmen's compensation act. At this time Mr. Fabian, commissioner for the city of Spokane, introduced Mark Woodruff. Mr. Woodruff informed the delegates of the necessity of federal aid in the reclamation of a vast area of desert land known as the proposed Columbia Basin project. This project embraces 1,883,000 acres of rich farm land where 25,500 farms will be available. It will cost \$300,000,000 to complete either of two plans for irrigation. The water is available from the Columbia River through either a pumping plan with a high dam at the head of the Grand Coulee, or by a gravity system.

Several resolutions having to do with the welfare of workmen were concurred in, among them one being for the exclusion of the Filipino. At the present time the Filipino is coming into the cities on the coast in great numbers taking jobs away from white people by his willingness to work for little or nothing. They are a serious menace to the workingman and are creating a condition here on the coast which is little understood by our eastern states.

Wednesday evening saw all gathered together at Natatorium Park for supper and an evening of enjoyment at the various concessions.

Thursday, being the last day of the convention, saw many resolutions, most of which were adopted, the most important of which was the district power bill which was adopted unanimously.

The convention adjourned at 4:35 p. m. Thursday, after having decided on Kelso, Wash., as the convention city in 1931.

In closing let me say that I wish to thank the officers and members of Local Union No. 73, Spokane, for the wonderful time shown the convention delegates, and we sincerely hope that we will be able to return in the near future in some measure the courtesies shown us.

Pick ups of the day: Congratulations to the Ladies' Social of L. U. No. 46, and their clever press secretary, Mrs. Bob Simpson. Well done.

Plenty of eats in Spokane and water that's good to drink, but darn hard to shave with. "LINDY."

Every man is a volume, if you know how to read him.—Channing.

L. U. NO. 48, PORTLAND, OREG.

Editor:

At the first meeting of last month our new officers were installed as follows: President, Joe Lake; vice president, E. E. Richardson; financial secretary and business agent, F. C. Ream; recording secretary, F. L. Bourne; treasurer, William H. Brust; foreman, H. L. Clark; inspector, J. J. Berg; press secretary, Harry W. Dalby; executive board, C. J. Rabideau, T. T. Dingwall, E. E. Richardson and W. A. Doney; examining board, S. McMillan, Guy R. Evans and Harry W. Dalby.

We are off on a new year with new problems to confront us, and stealing the words of Brother Bourne, "We elected them, let us stand behind them."

Portland now boasts of two amusement parks. Jantzen Beach was the first and now we have Lotus Isle, which opened a few weeks ago. All the electrical work in both parks was installed by the boys from L. U. No. 48, and is something to be proud of.

Organized labor was successful in doing the work on the largest, and so far as we know, the only insulating board mill on the Pacific Coast. The first unit is now completed and we firmly believe that it stands out as an object lesson for good electrical work.

Large construction work is almost at a standstill at the present time. However, we are optimistic and are looking for those "big" jobs which will keep everyone busy for several months. After all, about 90 per cent of the present depression is a mental attitude. There will always be a large number of people ready and willing to give an opinion and a remedy for anything at anytime. When we separate the wheat from straw in any economic depression the logical conclusion is that there should be more confidence and less fear; more spending and less hoarding; more work and less kicking; and, last but not least, more of the thinking that everything is all right.

We will be with you again next month.

HARRY W. DALBY.

L. U. NO. 50, OAKLAND, CALIF.

Editor:

Many a Brother has got into bad grace with his local, through continued hammerings of criticism. I must admit I am one of those Brothers who has been made the goat of his local. I believe they have saddled and bridled me, and I presume they are prepared to ride me to death, if I should fall down as press secretary. If Brothers Olsen Wallace, Coates Gallagher, Wagner, Robins, and the Smith Brothers, of Cough Drop renown, had left the steamroller home on election night I might be saved a lot of embarrassment.

Nevertheless, Brothers, Local No. 50 held their annual election of officers, July 9. Following officers have been elected for the ensuing year: President, Walter E. Horsh; vice president, I. R. Smith; recording secretary, Dan Wallace; financial secretary, George Wagner; foreman, P. B. Sweeney; inspector, E. B. Smith; trustee, Pat Gallagher; Central Labor Council, O. M. Olson; P. B. Sweeney; press secretary, P. B. Sweeney; executive board, E. B. Smith, C. Fahrenkrog, O. M. Olson, Pat Gallagher, E. Cooper, Pat Sweeney, W. Robin, Glen Lewis.

We held a smoker for our new officers July 16, and had a very nice gathering of the Brothers. Every one seemed to have enjoyed themselves. Of course in this modern age, especially the Volstead day, it is very hard for linemen to enjoy themselves; nevertheless everybody had a good time.

Our little local has been struggling along

here for a very long time. Ever since that fatal 1913, men engaged in the electrical industry in the San Francisco Bay district seem to me to be passing through a blind age. Or some very powerful propaganda is being fed them from without and from within. In consequence we have made very little progress with organization work here but we are still hoping to improve ourselves some day and in some way. So far as Local No. 50 is concerned only one man is looking for a master. But that doesn't mean that working conditions are good. Absolutely nothing doing in the line of new work. Thousands of idle men lined before employment offices as monuments to Republicans and Hoover prosperity.

This being my first attempt at writing to JOURNAL, judge not, less you be judged yourselves.
P. B. SWEENEY.

L. U. NO. 53, KANSAS CITY, MO.

Editor:

We missed out in the July issue of the WORKER. Owing to the fact that ye scribe had not learned to use the typewriter very

well, we did not want to put the Editor through the ordeal of reading my writing again. Local Union No. 53 has seen fit to supply the office with a typewriter, which will be used for all our correspondence. Another proof that L. U. No. 53 is coming to the front.

We had installation of officers at the last July meeting. The same officers who have served so well and faithfully for the last year were given the oath by Brother Jack Wade. The officers are: Frank Walker, president; E. L. Lowder, recording secretary; William Burkery, financial secretary. They were elected without opposition, due to the excellent administration they have given in the past.

We are anxious for the new constitution and hope it will give us a method for expansion and organization. There is a large field in this district for organization and with a new constitution and a little help, we believe we can do some good. We have done well in the past year, in regards to increased membership, and hope to continue the good work. The unorganized

Brothers are feeling the pinch in this district. They are wishing they were organized. They always do when there is a panic—and then forget it when things pick up.

There seems to be quite an argument among the different writers who write for the WORKER on how to keep interest in the locals—also how to keep the attendance. We are glad to have that argument started and hope some genius will come to the front with a plan that can be applied in any part of the country. To the Brother who brings forward the best workable plan we will give a pair of rubber spurs, with pongee or rayon straps. For fear this beautiful prize might leave Kansas City, we want to enter this contest ourselves. Our plan is to have a \$500 bill given away to the holder of the lucky number every meeting night. Now we know what you are thinking. Where are you going to get the \$500? You would think of that and spoil our whole plan.

This is, without a doubt, a hard question to solve. Men will find time for everything else, but they can't devote one hour every two weeks to the most vital of all their interests. Can you imagine a doctor never attending a medical meeting, or a lawyer never attending a bar association? No, Brother, those things are not done—except by the worker. Other classes always look after their interests—that is why they are professionals. They are always up and doing things. Live wires in their professions. The professional man keeps in touch with his profession and his fellow professionals through their meetings. Things of interest to their trade are discussed.

That is the way it should be with every union man. Think this over, Brothers, and give a thought to what is going on. Come over and get in on the interesting discussions that come up. Especially you members from the Kansas side, you know what is going on and should be interested. Don't leave the whole work for a few faithful members. There is a lot of work to be done and it will take lots of help to do it. With the co-operation of all the members the burden will be light. We will be glad to see you, even if you haven't been there for years. Don't let "George" do it all. This is a man's game and let us all play the man's part.
T. F. MCGURN.

L. U. NO. 77, SEATTLE, WASH.

Editor:

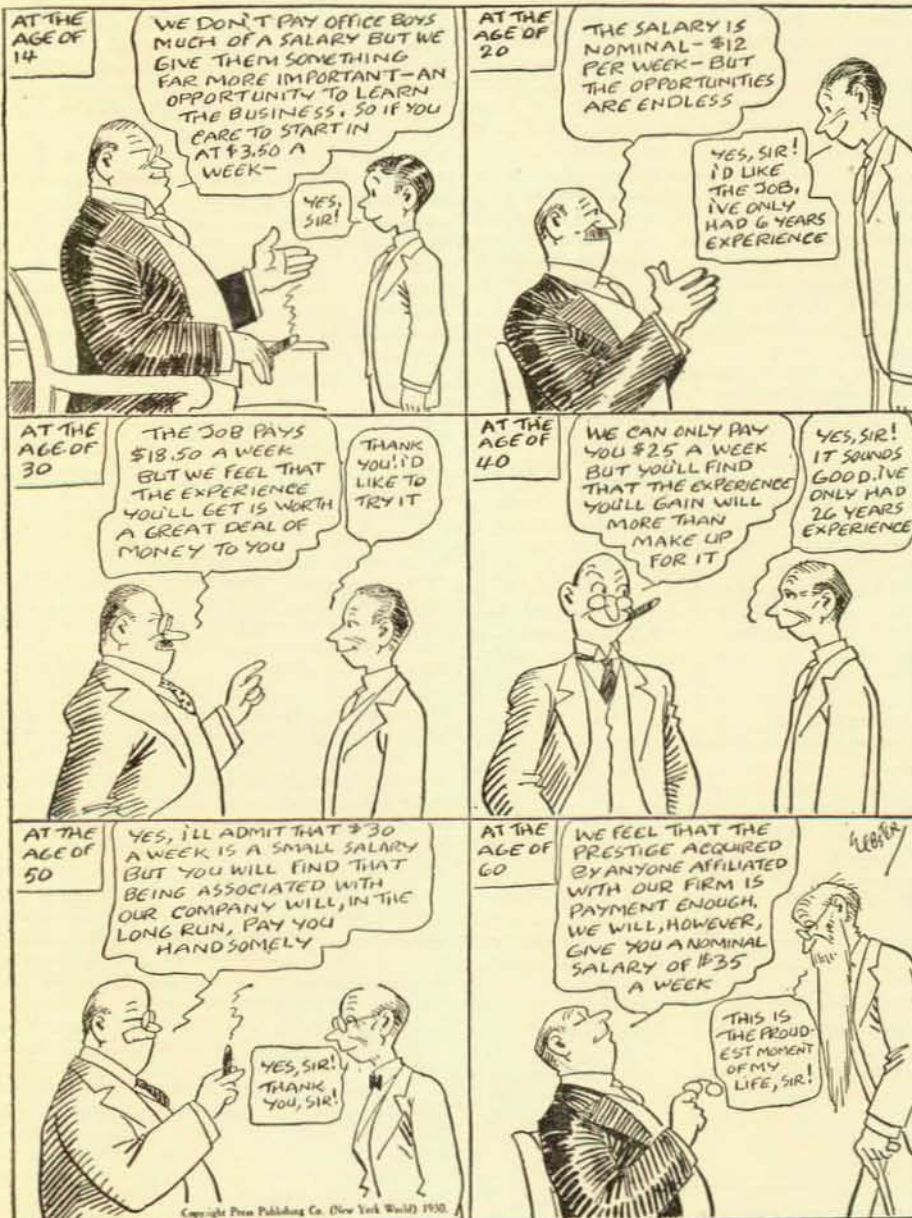
An event worthy of notice in Seattle was the election of Brother Earl F. Wyatt, member of Local Union No. 77, I. B. E. W., as worthy president of Seattle Aerie No. 1, of the Fraternal Order of Eagles.

The electrical workers of Seattle feel honored that one of their members has been chosen to rule over the destinies of this lodge of 16,000 members.

Earl has been an active member in his local union and in the Eagles. He came to Seattle from Missouri, was a member of the teamsters and auto truck drivers' union, and feeling the urge to go up, became a lineman. Is now overhead construction foreman with the Puget Sound Power and Light Company. During the war he served with the 13th Division, Headquarters Company, 75th Infantry.

His activities in the Eagles, he says, are based upon the many beneficial things that this great fraternal order stands and works for, most notable perhaps is the old age pension. This is perhaps the most humanitarian legislation confronting the American people, and one that is destined to eventually be adopted by every state in the union. New York state recently adopted this measure, joining California, Wyoming, Utah, Wisconsin, Montana, Nevada, Colorado, Maryland,

UP THE LADDER!



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Courtesy New York World

Minnesota, Kentucky, Alaska, British Columbia, Saskatchewan, Manitoba, Alberta, Ontario and Northwest Territory.

The citizen who has given any thought to the matter realizes that there are thousands in every state who are old and penniless and without hope. That in spite of our vast resources and concentrated wealth we have a social problem, the care of the needy, and the old age pension will be a partial solution.

Public opinion is swinging, slowly perhaps, to the fact that we have a duty, that we are our brother's keepers, and that the social progress of the nation is based upon the well-being of its people.

On the bill that passed in the state of New York the press had the following comments:

Cohoes American: "The passage of the old age pension measure by the legislature is a step in the right direction. The state, as a result of this new law, will hereafter take care of its aged citizens in a real humanitarian manner. The adoption of the bill is in line with the present trend in charitable works, to make it as easy as possible for the needy to secure assistance without embarrassments."

New York Sun: "Probably the most important legislation of the session."

New York Evening Journal: "None will grudge the money needed to relieve the needy aged. Any measure to prevent the separation of old couples must appeal powerfully to the best instincts of every humane person."

Brooklyn Daily Eagle: "The state of New York is rich enough to be fairly generous in its treatment of aged persons who have paid taxes direct or indirect in its jurisdiction for a long term of years and are incapacitated for further service as wage earners in the increase of wealth in the community."

Brother Wyatt says that this in a nutshell is the story of the Eagles.

The organization had its birthplace in the city of Seattle on February 6, 1898, and is known as the "Mother Aerie" of the order. From this beginning the organization has spread to 1,500 different cities and towns in the United States, territories, possessions and in British Columbia and the northwest territory, and now numbers more than 600,000 members and possesses combined assets of over \$31,000,000.

The organization is social, fraternal, patriotic, beneficial, non-political, and non-sectarian. During its existence it has paid out \$53,750,000 in benefits.

Seattle Aerie No. 1 now numbers 16,000 members and has assets of \$804,770. During its life it has paid out the sum of \$1,213,000 in benefits. It provides for the care of the orphans and is providing for old age relief at the age of 60 years to its members after 15 years' membership in the Aerie, and in connection with the national organization has been instrumental in placing upon the statute books of the various states, including the state of Washington, the workmen's compensation law, mothers' pension law; and is now endeavoring to secure the adoption of the old age pension legislation in this state.

The principles upon which the Fraternal Order of Eagles is founded are liberty, truth, justice and equality. The Eagles is a 20th century organization and believes in applying to every day life the 20th century methods.

Next month the story of the Northwest Conference of Electrical Workers.

FRANK TUSTIN.

The practical trade unionist always demands the union label, shop card or button.

L. U. NO. 80, NORFOLK, VA.

Editor:

The press secretary of this local seems to be getting lazy on the job. It can't be helped. Too busy thinking about those lean pay envelopes. But we must not whine about it. As Senator Borah, of Idaho, said: "The world may pity—but never respects—the whiner." He also said that we were wasting our lives in the vain hope that those who have seized power will voluntarily surrender it.

I agree with him on those points and if we ever expect to gain our rights we must stick together in the same way that organized business does. The organized merchant hands the goods to you and you pay the price or leave 'em. The organized employers (some of them) hand the "yellow dog contract" to you and you sign it or hunt another job. Those who don't understand what I am driving at will find the answer on page 324 of June, 1930, JOURNAL.

We stopped a couple of unfair contractors from gaining positions in the city council in the last election and I guess they are wondering how it happened.

Before I forget it, here's one on Brother George B. Bryant, of Navy Yard Local No. 734. To begin with, he is a disabled World War veteran. Last 4th of July, at Ocean View, he rescued a young man from drowning and nobody seemed to know who did it. But some visiting women from Washington "got his number" and published it. Sly George, you didn't get away with it that time. Didn't duck quick enough.

This is about all I can think of now. Hope to have cheerful news next month.

AL. SPALDING.

L. U. NO. 83, LOS ANGELES, CALIF.

Editor:

Local No. 83 has taken a radical step in the management of its business. Whether or not they were justified remains to be seen, but, nevertheless, something had to be done.

When one considers that the inside local in Los Angeles has lost its identity as such in the last 30 years, it causes one to consider other methods than the usual ones adopted by the Brotherhood.

In every case we have picked a man to manage our affairs from our own ranks, and many times our judgment was tempered by the fact that he was a good fellow and popular with the membership.

The boys believed creating him business representative had some sort of a magical effect on his ability as a business man. It goes without saying that to take the overalls off of a wireman and dress him in a white shirt and collar is not all the change necessary to qualify him as a successful contact man between the local union membership and their employers.

Here's the situation that Local No. 83 found itself in in the past year:

The building program was something like \$150,000,000. The total number of journeymen in our jurisdiction is around 1,500. The total number of wiremen engaged in building construction in our local union is around 450.

The only jobs worth while which our local union had control of are from those contractors doing an interstate business signed up with our International Office.

There has been no permanent progress made with the six big contractors in our city in the past 10 years. We are, in proportion to our population, not as well organized now as we were 10 years ago. So, in view of those significant facts, we decided to employ a man whom we believed to be honest, sincere, believing in the trade union

movement, and who is sufficiently influential in big business in this city to intelligently represent Local No. 83.

The executive board obtained the services of Lew Head to survey our situation. His conclusions were analyzed in such a clear, concise manner that we induced him to accept the nomination as our business manager. He was elected by an overwhelming majority.

I think a few words might be said about Brother Head at this time.

In his educational course he majored in journalism and advertising. He was employed by all the papers in Chicago, and two of the largest papers in Seattle, Wash. He operated a very successful advertising business both here and in Portland, Oreg. In 1917 he became telegraph editor of the Pasadena Star-News. National politics soon recognized his ability as an orator, and as a young man he "stumped" for McKinley in Iowa, and later throughout the middle west for "Teddy" Roosevelt. He was offered the United States consulate at Capetown, South Africa, but declined on account of his age and inexperience. In 1924 he took up the cause of "Bob" La Follette for President, and campaigned throughout California in his behalf. For his ideas along liberal and progressive lines, the Pasadena Star-News brought about a termination of his services.

In the past three years he has been used by the Department of Water and Power of the city of Los Angeles as their champion in the daily newspapers. He organized the Water and Power Protective League, and later the Water and Power League, with Francis J. Heney, the outstanding attorney of this state, as their president.

I consider Local No. 83 fortunate, indeed, to be able to procure the services of a man with such a remarkable background.

We have amended our by-laws so that we now meet on the first and third Wednesdays of the month.

Members, please take notice!

The result of the election was as follows: President, J. C. Miller; vice president, Harry Maxwell; financial secretary, George E. Elliott; press secretary, J. E. "Flea" McDonald; treasurer, M. McColl; first inspector, John R. O'Malley; second inspector, H. Foard; foreman, W. W. Wade; trustees, for six-year term, H. W. Corwin; for four-year term, Fred Fox; executive board, J. C. Miller, Harry Maxwell, John R. Scott, W. J. Liversage, James H. Rogers, Fred Mathews, S. C. Peabody, C. W. Markham, H. W. Corwin; business representative, Lew Head.

The delegates to the Toronto convention were not elected at this time.

I wish to take this opportunity to express a word of gratitude to the boys who supported me in my campaign, and I hope to come up to their expectations.

J. E. "FLEA" MACDONALD.

L. U. NO. 102, PATERSON, N. J.

Editor:

To read is to think, to think is to act. This local has been doing just that. We have made some radical changes since the last article appeared in the WORKER. First, we have negotiated and rented a new meeting place, located one block from the main street of Paterson, namely, the Junior Order Hall. Secondly, we have rented and furnished a suite of offices in the Law Building for the business agent and the executive board. It will cost much more rent than the old place, but we must pay for what we get.

Meetings were cut down from two a month to one a month. So you can see we are trying to follow out Brother Broach's recommendations.

Election of officers is a thing of the past

now, but I'll say it sure was a hot contest. The interesting phase of the election was the presidential race. Ben Beardsley beat John Holmes for the front seat by three votes.

In Beardsley we have a fearless, honest, capable executive who I am sure will prove a credit to the local and himself.

We had a referendum vote on the terms of office. The results were two years for all officers, including business agent and six years for trustees.

Some of the other officers are: N. Simon-ton, vice president; J. Braen, business agent; P. Muse, trustee; S. Moskowitz, recording secretary; J. Goodridge, financial secretary; N. Cantilina, treasurer; Bob Kennedy, J. R. Vogel, executive board; Thomas Cohen, press secretary.

To succeed in the labor unionist movement we must turn to construction, to build. We must co-operate with the union contractor to drive out the rat. To accomplish this we must have able officers and up-to-date offices. Now we have the offices and the officers.

Don't forget the hot-dog roast August 12, in Junior Order Hall.

THOMAS COHEN.

L. U. NO. 103, BOSTON, MASS.

Editor:

The local on its last meeting night installed the officers for the next two years. Past President James Nichols performed the ceremony at the close of which he gave a most eloquent talk on the duties of the officers terminating with wishes of prosperity and good luck. His little talk brought the hearty applause of the Brothers.

We were all glad to see Brother Regan back in harness again after acting on the new constitution committee in Washington. At our next meeting we are looking ahead to hear what the committee did in Washington.

Brother Arthur Foley was reported in the hospital where he has been for nearly a year. He has the heartfelt sympathy of all the local Brothers. Now the only thing No. 103 wants is more jobs. Goody.

L. U. NO. 105, HAMILTON, ONT., CAN.

Editor:

Well, Brothers, we got off for a real start, under the iron hand of our new president, Brother George Morrison. We have had two good meetings this month and we hope that those who think that we meet for fun will find out (as some already have) that we are here for business and no fooling. We enjoyed a timely visit from Brother Jack Noble. He came with timely advice and his talk was well received and inwardly digested by many.

You know, Mr. Editor, I don't quite agree with our leader, Brother Broach, that meetings should be short; to me it's like a good sermon, and educational, and it's about all that a lot of us will ever get. Our meetings as a rule, long or short, have been very interesting in some manner or other; what with visiting contractors and speakers it is the only place where we can exchange ideas and keep in close contact with our bosses and it seems that nine times out of ten those who want to get away leave early. So you see I myself am in favor of a good meeting, no matter how long it lasts. It seems we always have such a lot of work to attend to which I must say is done and done right.

There is not much to say this time, things are very dull and the prospects, well, the Liberals say bad, if we elect a new government and the Conservatives say bad if we don't, so there's the situation. In spite of all this the Canadian Construction and Building Trades held their annual picnic which included the electrical workers and some 2,000 turned out, and under the direction of Chairman F. Hawes, Alex Denman and Frank Farrell everything went off in a first-class manner, and was a royal success. A program of sports provided excellent entertainment for everybody. Our own stag picnic will soon be announced and I'll tell you about it soon. Till then I'll say goodbye.

T. H. READ.

You can never have a greater or a less dominion than that over yourself.—Leonardo da Vinci.

L. U. NO. 108, TAMPA, FLA.

Editor:

Brother Hamilton announced in the last issue that he was surrendering his pen to a new scribe but he sure slipped a cog when he stated that you might look for interesting letters to the JOURNAL. As a letter writer I am a blank, so you may reserve only short paragraph spaces for me. There have been no happenings of a startling nature in Tampa since our last letter. I wonder how many Brothers really read the WORKER. I mean literally devour it from cover to cover. If you boys who don't give it much attention only realized it there is a real education in every issue.

Brother Broach's Comments and editorials are classics of the first water. I particularly enjoyed his Comments entitled "Business Agents." Reading material of this sort is not alone entertaining but tends to broaden our minds and should better fit us to carry on.

We all enjoy hearing from the women and we are glad to know that they are with us. Give us more auxiliaries and we will automatically have a more powerful organization. The Women's Auxiliary of Local No. 108 entertained the boys from Tampa and St. Petersburg with fish fry recently and all voted it a success. Brother Reisen, of St. Petersburg, was more than taken with the affair, so he states. Better write and ask him about it.

More power to the women.

R. H. SMITH.

L. U. NO. 110, ST. PAUL, MINN.

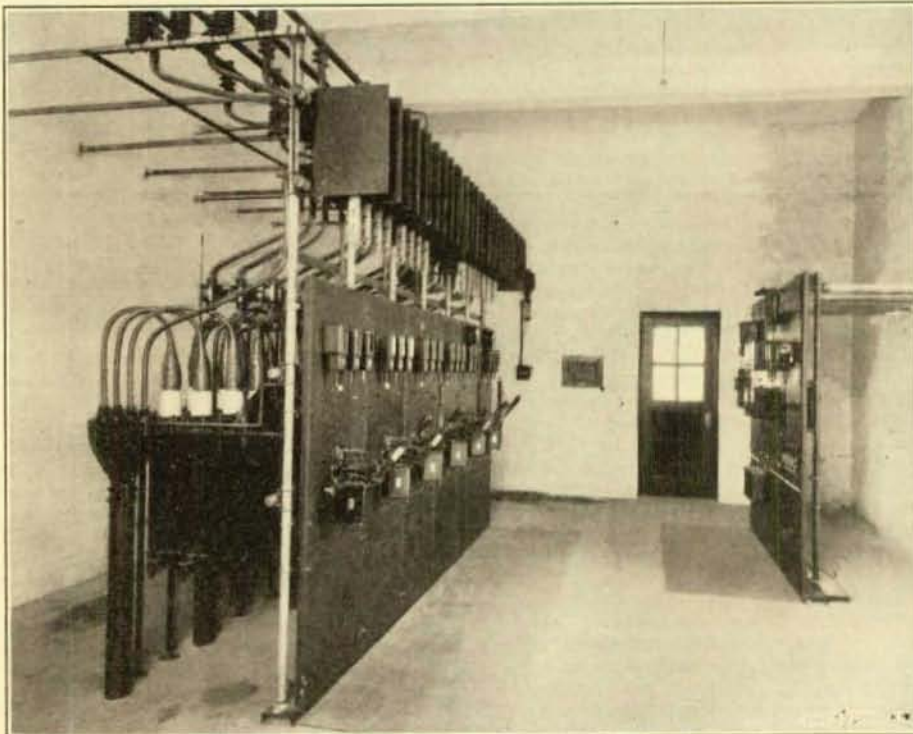
Editor:

After a lapse of eight years or more I again have been elected to prepare the usual monthly correspondence to the JOURNAL. And I presume it is entirely appropriate as a starter to inform the Brotherhood at large the names of the officers for the next two years. We had quite a problem on our hands dividing the responsibilities owing to the fact there were more offices than members at the meeting. As Bill Hays says, "Here they are":

President, Gus Brissman; vice president, John Conrath; financial secretary and business agent, William Boland; treasurer, Jack Kenney; recording secretary, E. L. Duffy; foreman, Elnor Hoseth; first inspector, Barney Cohen; second inspector, Pat Larson; trustees, Elnor Hoseth, John Loderberg and Ed. Jaros; examining board, George Garney, Jack Kenney, and George Dempsey; executive board, Thomas Duff, John Conrath, George Garney, Harry Talbot, John Hoy, John Soderberg and Oscar Johnson. These names I know take up a lot of space but I'm sure some of our former members who left here when the panic was on some years ago, might be interested in knowing who was on the inside and, of course, running the local.

And a word or two about the present panic, which seems to be general throughout the nation. Of course, back here in St. Paul we probably are responsible in no little way for the present conditions of things because most of our citizens voted for Al Smith and Joe Robinson, those two guys with such common names.

Our daily newspapers have for some time been broadcasting all about the big building boom which is going to raise our worthy metropolis out of the rut. Now we are all loyal boosters of our saintly city and like to see it get all the advertising (free) that's possible, but to the narrow backs and other building craftsmen who apparently want to share our prosperity, I want to say these few words. Keep away from the Twin Cities if your intentions are to seek em-



CONTROL ROOM, WRIGHT AERONAUTICAL CORPORATION, PATERSON, N. J.—THE WORKMANLY JOB OF L. U. NO. 102.

ployment. There are too many mechanics here at the present time with nothing to do.

On the other hand, if one is looking for recreation or a place to spend a vacation, Minnesota is the ideal place to come to. (Free advertising for the state now.) Ten thousand lakes filled with all kinds of fish (three bucks for a license) await you. If you don't believe me, write to any member of the Congressional committee who have been investigating something or other up in the northern part of the state. The third one is on the job now. I guess those guys know their stuff when it comes to picking the time and a place to do their investigating. And at this writing we are all getting a swell break with the weather, nice and cool. But in the winter it sure is cold (just right for hockey and skii jumpers) and if you haven't got a job it's a whole lot colder.

Congratulations to President Broach for getting the constitutional committee on the job. As long as a namesake of mine has been appointed as one of the members I have no kick to offer on the selection of the personnel.

The problem of attendance at meetings seems to be getting no better quick. Some of our eminent politicians, orators, etc., evidently have been taking President Broach's monthly comments quite literally. You know it's no fun attending a meeting if you can't hog the floor all the time and besides there's no kick in talking to empty seats.

I believe we have an applicant for the ad of President Broach, which appeared in the July issue of the JOURNAL, "Wanted, a Business Agent." Our worthy and efficient business agent, Brother William Boland, measures up to all of the requirements of the ad, but he is not for sale or hire, that is if the members of this local will keep their dues paid up so we can pay him his weekly salary.

There seems to be considerable discussion in the JOURNAL relative to license laws governing electricians. The state of Minnesota requires all journeymen electricians in cities of the first, second and third class, to carry a state journeymen's license in order to perform electrical work. Also, in St. Paul, we have a city ordinance which requires all electrical work to be installed in a strictly metal job. The use of black pipe is prohibited and greenfield and BX can only be used in fish work in old buildings. We fuse the neutral solid and use single fuses on the branch blocks and panels.

International Representative Brother O'Neil was in our city some time ago and did very good work. Was over and saw Dutch Cover last week. He has been a very sick man the past four years, but has completely regained his health. He sends greetings to all of his many old friends scattered over the good old U. S. A.

E. L. DUFFY.

L. U. NO. 124, KANSAS CITY, MO.

Editor:

It's been a long time since Kansas City has had a letter in the WORKER, so will try to write something about Kansas City.

Starting July 1 we started on our five-day week and we have hopes that it will put some of the Brothers who have not been working on a payroll.

Looks like from the talk that there will be a big Labor Day parade. The electricians expect to have a float in it as will other trades.

Just started this year with a baseball team to represent Local Union No. 124. The team is going good in one of the strongest

city leagues. We are now tied for first place, and expect to get the first place. Hear some talk about the third annual picnic of Local No. 124 when we win the pennant, so you will hear more of it later.

The letter of Local No. 226 in regard to Henry Allen, Senator by appointment—well, Local Union No. 124 still remembers his industrial court law and would like to do him the same as was done to Judge Parker.

There was very little change in officers in the last election. Brother George Brown declined to run on the executive board again and Brother Frank McIntyre was elected as new member on the board and this job was wished on me and if this goes you will hear more. C. M. FREEMAN.

L. U. NO. 125, PORTLAND, OREG.

Editor:

Very much belated, the summer has at last arrived "among our midst" out here in Oregon. Seems strange to read in the daily press that people have been suffering from the heat for the past two months in the cities beyond the Rockies, while as yet we in the country of the Great Outdoors have scarcely felt the need of donning our "shorts" (I refer to the so-called "unmentionable" variety, and not to the outboard species of abbreviated nether garments now reported extant among males of the effete east). It is fortunate that the Pilgrim Fathers and other "first families" did not discover the Oregon country first—else the eastern part of these United States might still be left to the Indians.

I wish I could tell you that business, like the weather, is getting hotter, but I'm trying to maintain a reputation for veracity. The situation on this coast is pretty well summed up in a quotation which I lift from the Tacoma Labor Advocate, the enterprising labor paper published in our northerly neighboring city—the city that is famous in part for the mountain which isn't named for it, and in part for its late semi-attachment to the U. S. Navy. The Labor Advocate reports a visit from International Representative J. Scott Milne, and his comment upon conditions, in part, are as follows: "Conditions are fair to middling, and might be from bad to worse." I could not have expressed it more concisely myself.

Incidentally, Mr. Editor, I think I will enclose the clipping referred to. [Encloses complimentary article on Brother Milne.]

It is a source of gratification to us who urged his appointment to his present position to know that Brother Milne is delivering the goods. Most of us take a vital interest in our organization and we may be pardoned a thrill of pride when our officials are prominently mentioned in publications outside the sphere in which we accept them as a matter of course. Such was the article commending Brother Broach as a far-seeing labor executive which I quoted from a local manufacturer's bulletin some months ago. It is a pleasure to find and send such matter to you. This is not the first favorable comment which we have seen with reference to Brother Milne, and so I pass it on to you. It will doubtless gratify the I. O. to know that here, as elsewhere, our Brotherhood is making its influence felt.

Speaking of the influence of the Brotherhood, Mr. Editor, brings me again to my favorite topic, "The Thinking Man." I remember an article which I read some years ago which was written by a wild animal trainer. He was asked how he dared enter the cage with tigers and lions, and how he maintained his domination over them. His answer was, "I keep one thought ahead of

the brute. I know this instant what he is going to think of the next." Looking backward down the trail of organized labor, I am impelled to admit that the opposition has, generally, been able to keep one thought ahead. The realization of this has led me, in such difficulties as I have had an active part, to advise doing the unexpected thing. The opposition has always known what our logical move would be, and has been prepared to meet it.

Now that we are learning to think (though slowly), conditions are changing. When the employer realizes that man labor is not brute labor—when he is confronted with the reality that intelligence can not be brutalized—then will he avail himself of the co-operation of intelligent men, to their mutual advantage, instead of exploiting brute strength to his own advantage.

I come back again, Mr. Editor, to the fact that the solution is within and dependent upon ourselves. I may be traveling in circles, but, like the orator of old who insisted upon the destruction of Carthage until it became a fact, I may by persistent repetition have some small part in awakening labor to the realization of its own salvation.

How can it be accomplished, Mr. Editor? I would not presume to forecast the entire plan from this present stage of progress. But I am certain that I can give you the fundamental principle and first steps. The foundation lies in co-operation. Our first duty is to study the employer's problems and show him where we can aid in their solution. Then we can acquaint him with our aims and ambitions and enlist his support in our efforts to achieve them. Until we realize this he will keep one thought ahead. And so long as he does, mankind will not go forward together.

DALE B. SIGLER.

L. U. NO. 163, WILKES-BARRE, PA.

Editor:

Haven't got much to say this month as the weather is too warm for anybody to exert themselves very much up here. However, we are still on the job and anybody who thinks different is cookoo.

Attended a meeting in Scranton Monday, July 20, and were received cordially by the officers and members and reached an amicable agreement with the boys. Here is hoping that we see some of their boys at some of our meetings soon. You fellows of Local No. 163 who don't get around to attend meetings had better wise up, as you are missing a lot of good things and might get lost in the shuffle. We have a 24-inch ceiling fan installed in the rooms now, so you don't need to be afraid of the heat. Will have more to report next month as we are doing quite a bit of missionary work and can't tell everything right now. "GEP."

L. U. NO. 176, JOLIET, ILL.

Editor:

Since last month no change in conditions have been noticed here, so we are still working part time. I wonder what will happen all over the country this winter if things don't break soon. I suppose the only thing left to do is to see if Mr. Hoover can leave his fishing long enough to come to Washington and appropriate money for bread lines.

I see by some of the letters in the JOURNAL that a few locals are having trouble with members not paying their dues.

That should be one of the easiest evils to overcome. Here we do not allow a man to work unless he has a paid in advance card in his pocket. If he has not been working and cannot pay them he may, at a regular meeting, ask the local to carry his dues for him. If this is granted he is given his card.

We do not carry dues for a member who has been employed and who should be able to take care of them himself.

Well, it's only 103 degrees in the shade here today so I think it's too hot to carry on and will close for this month.

EDW. FREDERICKS.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

Do you have longings, are you waiting, are you anxious, do you have desires?

The most of us are doing some waiting; if one would stop long enough to think just how it fits us and how it may fit others we would realize that every one is doing it. As well find that most of the time we are waiting for something or other; we could not get along here without waiting, some do it as an excuse, some do it because they have to, others act as if it is natural. Then of course circumstances cut quite a figure; in the end we find that we all do it, none immune. It does seem strange but the fact is we can not get away from it, there are so many things that cause it, some are pleasing, while some are most unpleasant. These waitings, longings, anxiousness or desires affect all and make up our entire life. If the waiting does not affect you, then your head is unbalanced and this life of yours is a blank. While such a life may be a pleasant one it amounts to nothing to others and is only a block to progress.

The most pleasant effect that may be had is the result of your efforts. If these efforts were put forth and pushed with all that was in you for the benefit of others, if successful you have done something that will be lasting with you even if the beneficiary forgets all about it, which seems to be just natural with many. Such is the make up of the world's life, one thing and another, success and failure. Such a life.

What after you are done?

You will soon be forgotten unless some effort is maintained to keep you before the world. The acts you have done do not count so much as do the efforts of others to keep you up to the eyes of the world. There are many good deeds done from which a lot of benefit was gained and soon have been forgotten, and so on it will go; no one knows for how long, nor do we know if the people coming after us will be better or worse.

It seems as if we are getting worse as our living is growing faster. This may be checked at a future time, but not without some great calamity. Is life worth living after all? What does it amount to? Some do not want to do anything, some get by without effort on their part while it seems a lot want to do something and can not get it to do and still others have too much to do. It seems as if things are unbalanced in this old world. Let us try to do something that will help towards bettering things. Efforts towards less hours per day, less days per week for workers will mean demand for more workers and less idleness, will cut down the number waiting for a job. That may be so much good at any rate. To make an effort to enforce the building laws will help some, too; the later may be pushed by the idle, the former may be done by the men on the jobs. So it appears as if we all can do some good.

Will you try?

F. C. HUSE.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"Fair and warmer"—the season's on in full swing. The hotel and cottage owners are making hay while the sun shines. They would rather have the "Chinese rash" than an electrician around the place, except in emergency calls, all of which does not tend

to "boom up" things for the Brothers in the day room.

Brother W. D. Walker, L. U. No. 98, Philadelphia, Pa., appeared before the executive board to check and double check also to secure some men to assist him in installing a magnescope system in one of the local moving picture houses. Brother Walker rates A No. 1 and does his stuff perfect.

Brothers "Luke" Lukens and "Fuzzy" Fuerneisen have relinquished their seats in the D. R. to install the elevator signals in the new Claridge Hotel. Old Man Previous Experience gave them the edge in securing the employment. While debates are the regular order of business in the D. R., this brought up the subject of elevators and just what was "our" work in their installation. In these days of electric controls, signals and safety devices, the old bug-a-boo of jurisdiction in a town where harmony reigns is too full of dynamite to trifle with. Several questions brought forth a variety of angles among the rank and file which leads us to suggest that an article in our JOURNAL by some one in authority would make mighty interesting reading and provide the necessary information.

"Rackets." It's funny how some people make a living in these days of unemployment; for instance, there's "Shipwreck" Kelly, flagpole sitting champion, doing his stuff on one of the piers on a continuous grind while an amateur with a handicap of eight hours a day quit after spending eight days, five hours and 34 minutes on top. Brother "Shorty" Bernard, we hear, has been seeking an interview with the management offering to do his stuff on a cross arm instead of the perch used. At that it looks as if he were in for competition, as several of the boys in the D. R. claim they are in the pink of condition doing the same thing and getting "mockus." We know a lot of places we would rather be than up there during the combination gale, tropical rain and hail storm we had here recently (as big as pigeon eggs, some said, but the ones we saw were the size of marbles), and being caught out in an open boat fishing is not one of them.

Brother "Johnny" Moretti cleaned up as the big star in the Bridgeton auto races while his tool kit is rusting up. Winner of the 10-mile championship event, also the five-mile event for the five fastest cars of the day. Don't let your dues lapse, Johnny; dirt track driving is hard on insurance.

Brothers "Hy" Potter and "Lighter" Wasserman have gone into the electrical contracting game—there is a tough racket.

The local aviator whose contract calls for two jumps a day from a plane has nothing on the fellow who mislaid his bass drum. He missed the Atlantic Ocean and landed back on Delaware Avenue. "Not so hot with those high tension wires."

The scouts brought in word that Brother "Big Bill" Hagerty, of L. U. No. 26, Washington, D. C., was in town giving the girls on the beach a treat, which reminds us that Brother "Dutch" Kersh is filling in his spare time as general manager of one of the bathing establishments on the Boardwalk.

Then there's the fellow and his sweetie who strut the walk dressed in "shorts;" the girl is not so hard to look at but when a man gets to having frills in his collar and a flowing necktie with "panties"—well, ain't the flies bad?

G. M. S.

Industry, economy, honesty and kindness form a quartette of virtues that will never be improved upon.—James Oliver.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

I have often wondered if the workers who are not organized, have ever realized the benefits they are deriving, through the efforts of organized labor.

Very few of the unorganized workers ever give any thought to this question.

They drag along day after day, thinking that the few decent working conditions they may have, and the salary they are receiving are results of their own efforts, or the generosity of their employer.

Little do they realize that the labor unions have helped to make their conditions, but nevertheless this is a positive fact.

Employers of unorganized labor realize the necessity of adopting some of the conditions enjoyed by the labor unions, first to keep their employees partly satisfied, but mainly to discourage any agitation toward organization of their employees.

This the employer fears, and I confess I don't know why, unless it's from a purely selfish motive.

Very seldom do the labor unions receive any credit for what they are trying to accomplish for the benefit of all the workers.

Some people may take the position that the unions are out to get all they can for themselves, caring nothing about the rest of the workers, but such is not the case, for whatever affects one worker usually affects the other, the only difference being some are too timid to join a labor organization, while the more determined and fearless fight his battles for him.

The various laws that have been passed from time to time, for the benefit of the working class, have all been proposed and fought for by the organized groups.

For example, take the workman's compensation law in the various states. Who agitated, demanded, and fought any harder than organized labor did to bring this law to a successful conclusion?

And we are still fighting to hold it and improve it if possible.

The point I wish to bring out is this, while the organized groups fight for measures of this kind, all of the workers benefit by them regardless of whether they are organized or not.

However, in all fairness we must admit there are some men and women, though not members of any labor organization, who do appreciate the results that are being obtained through labor's activities.

These supporters of organized labor fully realize the conditions that would prevail in this country for the working class if there were not for the labor unions.

I must also mention this fact, and give credit where credit is due, were it not for the progressive Senators and Congressmen at Washington, and those favorable to us in our state legislatures, organized labor would have a good deal harder struggle to obtain what is rightfully coming to them.

But these men can see the wisdom of our demands for the workers and are big enough and fair enough to help pass laws that are for the benefit of humanity, and I sincerely trust that the membership at large will remember this at the right time.

Before closing I wish to notify the Brotherhood at large that the members of L. U. No. 212 won't have to set their alarm clocks for Saturday morning any more, due to the fact that we have been granted the five-day week, beginning July 26, 1930. And that's sump'n.

WM. F. MITTENDORF.

It costs no more in effort or money to secure union goods or service, if you demand and insist on them.

L. U. NO. 226, TOPEKA, KANS.

Editor:

Big business, in its effort to create an industrial monarchy in the good old U. S. A. in order to amass billions for itself appears to have allowed its greed to outstrip its good sense.

Efficiency and speed are all right if and when the advantage gained by these methods are distributed between both capital and labor but the machine-made morals of our captains of industry seem to have overdone themselves in their rush to hog all the cream for the masters and leave none for the men.

Society is so constructed that it is impossible for one part to prosper while another part is suffering.

The biggest job for the Senate committee should not be to find evidence of communism among the workers but to ascertain what is causing the workers to turn to some such poison for relief—if any are doing any such thing. The cause may be lack of work and the privilege of living like Americans instead of propaganda put out by some long-haired Russians.

Isn't it about time our public servants quit playing politics and made a sincere effort to discover what is wrong in our industrial system?

If a more just distribution of wealth is needed to give us prosperity why not give workers more decent wages without taking bigger prices for the commodity produced?

Decreasing hours of labor without decreasing wages would help. This country is large enough to provide a decent living for all.

It isn't overproduction we are suffering from but under consumption and a high tariff wall which helps to starve Europe isn't going to make better foreign markets for our people. We should look beyond our own doorsteps for the difficulty.

And Henry Allen, the exponent of free immigration, industrial courts, Judge Parker and other exponents of class oppression won't help to solve the problem. We need real patriots, not grandstanders, if you get what I mean.

Every day I hear reports of wages being cut which adds to the depression. Those birds who yelled for normalcy are getting it.

Now isn't this a glad and glorious letter? Well, I know something is the matter but I don't know what it is—with the letter.

The defeated officers of Local No. 226 are still determined to get real inspection and an inspector to stay on the job.

August 16 is the date set for our second annual picnic at the city water works. This will not meet your eye in time to warn you, probably.

It's hot in Kansas.

J. R. WOODHULL.

L. U. NO. 275, MUSKEGON, MICH.

Editor:

We are having a spell of real hot weather. The kind that brings the people out of the larger cities. However, we are lucky to have old Lake Michigan near by to help cool us.

We have been on the five-day week since the first of May and like it fine. The boys spend their Saturdays fishing, golfing, etc.

How is work in Muskegon? We shall have to sing the usual song, come play with us but don't expect a job. The signs indicate bad weather ahead and I fear that before long our chief employer will be that famous firm of "Street and Walker."

Brother Culklin, of L. U. No. 81, is on the right track when he says, "The union electrician should have the ability to do his work more intelligently, more skillfully and quicker than any of the non-union elec-

tricians." Why should the employer hire the union man when he can get others who will do the work just as good and for less money? Think it over, Brother, can you deliver the goods as you should? If not why not?

Before this gets into print we will have enjoyed our annual picnic. The committee reports a big time for this year. Will tell you more about it in the next issue.

L. M. GIBBS.

L. U. NO. 284, PITTSFIELD, MASS.

Editor:

We have very little to report for July. Conditions here remain about the same, although we are fortunate in saying: "No one out of work." In spite of the warm weather our members show their interest in union activities by regular attendance at meetings, there to participate in many phases of unionism for the progress of our craft.

We are soon to institute our apprentice training system, the plans for which are being formulated by our executive board, and will be in effect within a short while.

The accompanying photograph is of the group of regular officers who make up our executive board, and dictate a policy of systematic business, and progressiveness for Local No. 284. They have been chosen year after year for their sound judgment, integrity and impartiality toward all. Many of them are known in other locals.

John D. Nelson, president, is known as 100 per cent union. His activities have been instrumental in instituting our Building Trades Council, reinstating the Central Labor Union, and building up the locals of other crafts. Short in stature but "big" in unionism.

Albert D. Nicol, vice president, formerly a member of other locals, is an old-timer in union circles and his executive opinions are given with fairness and impartiality.

Philip Staats, financial secretary, is also a live wire business agent. Working conditions are right under his watchful eye.

John J. Sitzman, treasurer, our diminutive "watchdog of the treasury," also holds the distinction of being elected president of our Building Trades Council three years in succession.

David W. Retallick, six-year trustee, conservative and progressive, is held in high esteem by his associates and friends; he is

a firm believer in unionism and better conditions for our craft. Honorable, genial, and a gentleman.

Ernest C. Stone, recording secretary, has held the office since the institution of Local No. 284 in 1925. Formerly a member of Local No. 820, of North Adams, Mass. Distinguished particularly by his faith in Local No. 284 and its future progress.

E. C. STONE.

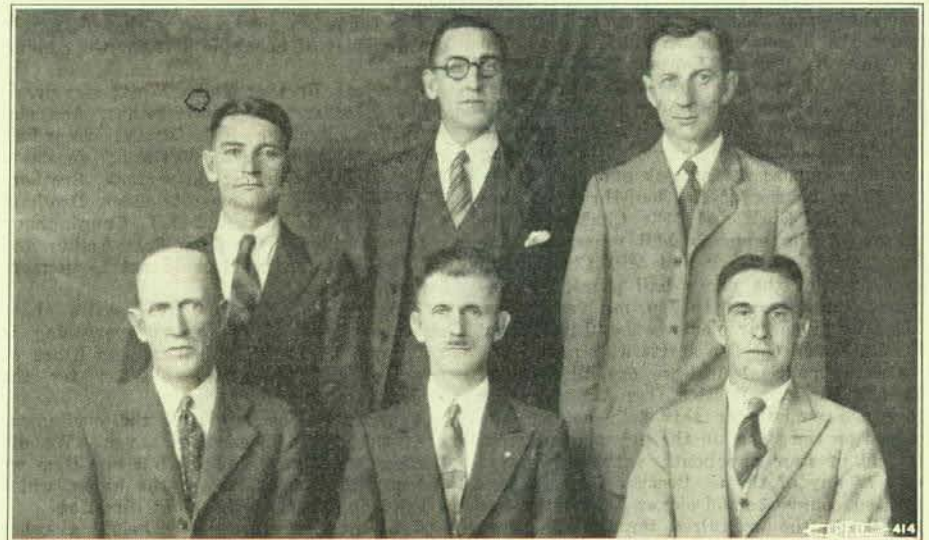
L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Conditions in Minneapolis are very much of a uniform sameness, with the rest of the country, as far as the unemployment and business depression situation is concerned. True, we had a slight increase in the percentage of employment here in some lines about a month or so ago, but it was small in magnitude and short in duration, and at the present time, the general unemployment is as bad or worse than it was in the early spring.

The Central Labor Union and the Building Trades Council, some time ago, instituted a joint committee known as the "organization and educational committee" and this committee together with its parent bodies and with the assistance and co-operation of the bulk of the labor unions, is making efforts (in fact the only efforts that are being made) to relieve the unemployment condition. Their principal line of effort has been along the line of the five-day week and the opening up of public work.

In pursuance of their efforts along this line, the committee has been able to interest the city council to the extent of being a party to a conference of various groups for the purpose of considering the unemployed problem and some relief thereof, the outcome of which has been that the city council's committee on public welfare have recommended to the council that the five-day week be established in all city departments without any reduction in pay and that the mayor and city council issue a proclamation calling on all employers and contractors to put into effect the five-day week without reduction of pay, also that the city council request the board of estimates and taxation that they grant a \$1,000,000 bond issue for the revolving fund so that "several much-needed improvements may be gotten under way to relieve the intense condition of unemployment." No doubt the council would have



OFFICERS AND EXECUTIVE BOARD, LOCAL NO. 284, PITTSFIELD, MASS.

First row, left to right—Albert D. Nicol, Vice President; John D. Nelson, President; Philip Staats, Financial Secretary and Business Agent. Back row, left to right—John J. Sitzman, Treasurer; Ernest C. Stone, Recording Secretary; David W. Retallick, six-year Trustee.

acted favorably and at once upon this recommendation had it not been for certain opposition, mainly that of the city and county employees' union, who, for some selfish reason, are opposed to the five-day week. However, the council has placed the matter in the hands of a special committee for further consideration.

Need I say that these recommendations all originated with organized labor? In fact, at the above-mentioned conference, they were the only ones that had much of any suggestions to make toward a solution of the problem. Ludicrous, lamentable and disgusting; yes, and very illuminative, was the fact that the mighty intellects of our business leaders and captains of industry, in so far as they were represented there, were entirely inadequate to cope with the situation; they threw up their hands in helpless incompetency, figuratively speaking, and had to leave it to organized labor to do the job.

Some time ago the painters' union here organized a diamond ball team and proceeded to wipe the earth with everything that they went up against. This, of course, made them insufferably self-opinionated in the estimation of some of the other locals, and so, when like Alexander the Great, they having beaten everything in sight, looked for new worlds to conquer and arrogantly approached Local No. 292 with the statement that they would like to "lambast the sago" out of them, if they had any members who thought they could play diamond ball, we simply could stand it no longer and forthwith organized a diamond ball team and proceeded to clean up the painters' team, having beaten them nearly every game that we have played with them and most of the time the score wasn't even close. And now, in addition to the regular team, I understand that there are four other teams that have been organized in anticipation of our picnic, of which more anon, two north side and two south side teams, one of each being male and one female respectively. Membership in the female teams, I believe, is restricted to relatives of members of the local and while as yet we have no women's auxiliary, it is not beyond the possibilities that this may lead up to something of the kind.

Now as to the picnic that is to take place on Saturday, July 12, at a place known as Bass Lake, the program is as follows: Horseshoe contest, H. Skeldon in charge of five games; sack race for boys under 15 years, under the direction of William Nessler; shoe scramble for girls under 15 years, under the direction of A. H. Urtubees and J. Caldwell; William Lanzen and L. Larson in charge of swimming races for boys under 15 years and for girls under 15 years; William Nessler in charge of the egg passing contest; L. Larson in charge of the running race for women; R. O. Dusk and Milt Christenson in charge of the ball-throwing contest; R. O. Dusk and Milt Christenson in charge of the women's ball game, five innings, and R. O. Dusk and Milt Christenson in charge of the men's ball game, five innings; lunch from 6 to 7 p. m.; free coffee. The title given our picnic is the "Live Wires' Festival" and the fun starts at 2 p. m.

On the political field we are all working hard to put over Brother Guy Alexander for county commissioner this fall, having him placed on the ticket in the primaries against a field of four opponents, with the largest vote of any of them. Brother Guy was appointed county commissioner 18 months ago to fill out the unexpired term of Theodore Jensen, who died, and has filled the office with much credit to himself and to the district which he represents and he never forgets the interests of the workers.

At the meeting of the Local (No. 292) on

June 24, the annual election of officers resulted as follows: President, J. C. Montgomery; vice president, J. Edmond; recording secretary, W. Hackett; treasurer, W. Waples; press secretary, W. Waples; financial secretary, Guy Alexander; first inspector, Elmer Neprude; second inspector, Chester Johnson; foreman, Thor Enebo; trustee, William Nessler; business agent, Milt Christenson; executive board, A. Urtubees, L. O. Larson, H. Smith, William Lanzen and F. Schultz, examining board, P. J. Johnson, Thor Enebo, H. Zook, H. Smith and Ed. Conway; reading clerk, Lee Miller; delegates to Central Labor Union, A. Urtubees, J. Caldwell, O. Coover, George Larsen; Building Trades Council, Milt Christenson, A. Urtubees, J. C. Montgomery, J. Caldwell; State Federation of Labor, Guy Alexander and Milt Christenson; Farmer-Labor Association, Guy Alexander, Milt Christenson and A. H. Urtubees; card and label council, H. Christianson, W. Schumacher and F. Collier.

W. WAPLES.

L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

Here we are—Local No. 309. Election is over. Brother E. Doyle, president; Brother C. Herron, vice president; Brother A. P. Dohl, recording secretary; Brother B. S. Reid, financial secretary and business representative; Brother F. Rauch, treasurer; Brother E. Kuhn, first inspector; Brother Walter Johnson, foreman; Brother J. Fill, second inspector, were elected.

Work has ceased, our agreement has expired and we are now having conferences with contractors to renew contract. International Officer O. E. Jennings is lending his assistance.

We are contemplating our annual picnic. Brother F. Rammage has been appointed chairman of committee. This is the gala event. Hope this is a bigger and better picnic.

At this time I wish to thank the election board, on behalf of the local, for services rendered.

And now it becomes my sad duty to report the death of Brother Thomas Heck, who has had a lingering illness, and extend sympathy to the family of this deceased Brother.

E. J. VINER.

L. U. NO. 339, FT. WILLIAM AND PORT ARTHUR, ONT., CAN.

Editor:

The following officers were elected to rule the destinies of Local No. 339 for the coming year:

President, Brother Harry Watt; vice president, Brother H. Fummerston; financial secretary, Brother Bill Otway; recording secretary, Brother C. McEwen; foreman, Brother J. LaChance; inspectors, Brothers W. Gibb and F. Thomes; trustees, Brothers C. Doughty, H. Watt and E. L. Cunningham.

Our president hails from Port Arthur and we feel that the gavel could not be in more capable hands.

There is not very much to write about at this season of the year; everything is quiet and the only topic that one hears of now is the forthcoming election for the Federal House.

As regards the local, all the excitement over the new agreement is over. We did not get what we asked for but one item we did get, the recognition of the union, which I think is a step in the right direction.

Conditions here are not as bright as other years owing to the depression in the grain trade, but the members of Local No. 339 as far as I can gather, are all employed.

Our membership is a mixed one, not purely railroad as mentioned in the JOURNAL in re-

gards to referendum on constitution. Our members consist of public utilities employees of both Fort William and Port Arthur, Fort William Hydro, C. P. R., and pulp and paper plants. I am very sorry to say that we have very few of the employees of the local electrical firms or elevators, they seem to be blind to the fact that organization is what they need to better themselves.

In view of the fact that we are beginning a new year there is one very important question I would like to bring to the attention of our members. That is the payment of dues. Now this is a matter of great importance to most locals. No organization of any description can progress unless it has funds. A few members think that hot-air is sufficient. Considering the benefits that are to be derived from your union I am sure that each and every one of us could manage to pay our dues promptly without having to be coaxed as if you were doing the local a great favor, instead of the local helping you.

Remember, Brothers, it's not only you that may suffer, but loved ones. No one knows what the day has in store for you, so be on the safe side and pay. Don't get behind, it's easier to pay a little than a lot.

Most of us have cars or other luxuries and never object to spending a dollar or so on their account, but balk at the idea of paying the same amount in dues to an organization that has brought about living conditions whereby we are in a position to afford luxuries.

Now please think over these few words and try to make this a year of pleasure for the financial secretary instead of one of continual bickering. Another phase of progress which unions should study is that of keeping all members interested and active in union work. This requires continuous thought and careful planning on the part of the officers.

To keep members interested, union activity must be regularly brought to their attention.

There are so many interests striving to get the attention of as many persons as possible, that if the union does not have the means of presenting itself in some way, it is but natural that the members find union meetings and interests crowded out of consideration. In addition, if the officers can give thought to the presentation of union problems or other subjects of interest, by arranging with members or non-members who have special information to help all members to understand the issues involved, union meetings will take on new interest for all, and the officers will be well repaid for their extra trouble.

This type of workers' education is greatly needed for progress and the union that helps with such problems renders additional service, that gives it a new value to its members.

E. F. PRICE.

L. U. NO. 341, LIVINGSTON, MONT.

Editor:

You may be surprised to hear from this small local in a small town, but here goes. The writer was very much interested in the number of locals working five days a week. More power to you. I had the pleasure of doing my part in Santa Barbara, when L. U. No. 413 put into effect the 40-hour week. I know the contractors at first did not care very much about it, but you could not get them back on the old five and a half again. They save money on their overhead and on construction. It costs the same money to put the men on the job for four hours as it does for eight and Saturday was never much of a layout day, everyone slacked down about an hour before noon getting things put away. Just try 40 hours once

with your contractors, allow them a troubleman Saturday morning and see how well they like it. It will put another man to work out of every 10. Figure it out for yourself.

Well, gang, here and there and everywhere, I often think of my many good pals in this old movement of ours. Just last week I visited L. U. No. 185, Helena, Mont., and to my surprise, I saw the old gavel being used that was in the ring over 20 years ago. She was a hot local then, very wide awake, "went places and done things."

The I. O. made a good bet when they put Amos Feeley in the field. They got a real man. More power to you, Amos. When you have another earthquake down in Sunny California, say the word, Amos. I think I can still hold down a business agent job.

L. U. No. 46 and "Mount" Tacoma No. 76, glad you have the 40 hours; sorry I can't settle on the name of the mountain.

Well, I am not going to tell you not to come this way, nor stay away. Everyone is working and happy. We are looking for another signed agreement with the Montana Power Company about August 1. This is state-wide — rough-necks' state-wide, and another state-wide "Mother Bell." Brace up, "heavy gang" on the Pacific Coast. Brace up, you can have the same thing.

Hello, L. U. No. 83, I hope you are making it hard for the "scabs" down there. Harry Scott, have you the old skull cap or did Feeley steal it?

Bill Broceus, way up in Canada, told me this man, Broach, years ago had guts, and Bill knew what he was talking about. You're there, Broach, and more power to you. How about it, Brother Morrow?

"BING."

Guilty for the first time.

L. U. NO. 349, MIAMI, FLA.

Editor:

This article is dedicated to the official Santa Claus of Local No. 349, Brother Hansen, who is spending the summer in the old home town in Denmark, and gets his JOURNAL there every month. He has promised to be back in time to see to it that no child or family is missed by Santa again this Christmas and he has always kept his word.

Well, our election is over, and the new officers are in the harness, and pulling together nicely and we are hoping for some work and improved conditions in the near future.

The new officers are: President, Hammerick; vice president, D. D. Tompkinson; recording secretary, Cannon; financial secretary, H. J. Courtney; treasurer, Fred Henning; executive board, Sam Cohen, Walter Morris, Emmett Crowson, Lacy Rowe, Paul Cartledge; business agent, Frank Roche. A fine energetic bunch with a lot of hard work ahead of them. In the first place, less than 10 per cent of the boys are working. Then the bank we had our all in closed, leaving us penniless. They even got our death benefit fund. So we had to start all over again and just at a time when no one was working. We have assess-

ments of every kind piled on us now, and heaven knows how some of the boys will make it. Brothers take notice, we have a big daily paper, which is continually printing optimistic stories about building here, with the result that we have several traveling Brothers stranded here and wondering what it is all about. So for true information write the local or watch the JOURNAL. Don't forget it is a long way down here and there is only one way out.

We are anxiously awaiting the new constitution, and there is much speculation as to its contents. There are three things sure; first, it will not please everyone; secondly, it will be a great improvement over the old one, and more progressive, and lastly it will have some try out before the next convention.

All reports we get from the north are

about the same, no work here, and no work there, so I guess it is the same everywhere. All we can do is to mark time until work opens up and do plenty of fishing till then.

R. H. COLVIN.

L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

July has passed the half way mark bringing to mind the copy for the August issue of the JOURNAL. I dare say scribes from many locals will land heavily on the merits or failings of the revised constitutions, so I will proceed along other lines.

As a final reference to this same constitution, Cecil Shaw came back to our city after a week in Washington, carrying a copy of the revisions, and prepared to do bodily harm to anyone who dares to knock the changes without first giving them a fair trial. Being 69 pounds lighter than Cecil, and a former winner of the Nobel Peace prize, I accept the constitution as read. Let "them as knows do the talking."

If a man, after a week of intensive study, finds the changes suited to the best interests of the order, let all others get behind and put the thing over. I think every member should study the constitution but if he can remember the following details he won't go far wrong:

Make it your business to pay your dues in advance when working; never do anything on a job after hours that would bring discredit to your union; support your officers between meetings and give them all the h— you see fit on the floor of the local; get down to work on time in the morning, give your boss an honest day's work, asking no favors the meanwhile, and above all do your work in such a manner as to make your local union card the trade mark of the greatest efficiency in the electrical game.

And, boys, if you do these things well, your local will enjoy the best relations with the employers and general public. Any boss who would not be content under the aforementioned conditions, had better quit the business before his own friends and associates drive him out.

I am sending along a picture of the Canadian Bank of Commerce Building, now in course of construction, with the Canadian Comstock Company handling the electrical installation. Like all Comstock jobs in Toronto, the job is "right!"—100 per cent. In fact all our decent contractors are that way, and perhaps in a few more months the others will have to be.

I can rather imagine that when some of you boys in New York, Boston, Detroit, Chicago, Pittsburgh, and 'Frisco, see this photo of Toronto's tallest structure you will be inclined to figure that up here we wax enthusiastic over little things.

Having seen your best buildings, I know our limitations, but we are proud of our city and its building program and since the convention comes here next year, I am going to ask the editor to use one photo per month of the



CANADIAN BANK OF COMMERCE, TORONTO, AN ALL-UNION JOB. L. K. COMSTOCK CANADIAN CO. CONTRACTORS.

big jobs now being handled by I. B. E. W. men. We aim to give you boys a good time, so don't go figuring that we live in the sticks, with Indians as playmates and huskies to draw our Labor Day float. Perhaps the most notable feature of the Bank of Commerce job lies in the fact that it marks the spot where Bill Brown first picked up his tools after four years as business agent.

The toughest part of the job today is to turn down the good fellows who are trying to place their travelers in Toronto. We have too many of our own out to make openings for newcomers, but that doesn't make it any easier when it comes time to say no to a fellow who has been out of work four, five or six months.

I have always been called an optimist, but unless a few new jobs open up this fall I am afraid that it will be a long hard winter in Toronto.

During the past week we have had President Green, of the American Federation of Labor, and President M. J. McDonough, of the Building Trades Department of the American Federation of Labor, and a member of the California Legislature in our midst. These men gave us some fine talks and are authority for the statement that things are as bad elsewhere as in Toronto.

Brothers Jack Noble and Ernie Ingles have been in and out of Toronto on organization work in the line gangs, and have been good enough to help us with some special legislation we are hoping to put through. The advice of two such seasoned campaigners is priceless when momentous questions come up for discussion.

Your scribe has now had four full weeks as business manager, as President Broach has chosen to call us. The job is not bad and when everybody is working Shaw and I will be able to take Eddie Longfellow and Reg. Matson on for a few rounds of golf, then top off the day by trundling a few ends on the bowling green with H. H. Roxborough and George Kay. I've already taken Frank Dahmer in bridge, so that's that and who cares.

Good-bye everybody, say a good word for Toronto.

FRANK J. SELKE.

There would be no perceptible influence on the morals of the race if Hell were quenched and Heaven burned.—Charles W. Eliot.

L. U. NO. 409, WINNIPEG, CAN.

Editor:

The week of July 14 to 19, inclusive, has been looked forward to by many of the railroad workers on the Canadian National System as it is the holiday week in which the shops are shut down, and any one who comes under this scheme may betake himself, wife and family to a lakeside resort of which we have some excellent ones within 60 or 70 miles from Winnipeg, or if the bank-roll permits he may go further, perhaps to the coast or down south across the line. This week with pay is much appreciated by those participating in it, and it has benefited those especially who have not hitherto been able to afford time off on account of the usual heavy family budget.

This is a step in the right direction and it would be gratifying to see this scheme extended to all railroads, and in fact to all industries, for who needs this relaxation more than the working class?

On our last meeting night two more Brothers were enrolled.

Although our meetings are very snappy at times, and never dull at any time it is to be regretted that so many Brothers find this particular night to cut the lawn or whitewash the poultry house or some other important mission rather than get down to join in on the business, and the arguments, and know just what is going on. Try to make it, Brothers, we have chairs for everyone.

I must thank Brother Irvine for his remark, it is very encouraging to one starting in for the first time. Thanks, Brother Irvine.

R. J. GANT.

L. U. NO. 429, NASHVILLE, TENN.

Editor:

Unemployed and unemployment, yes, we have it, too, so please stay away from Nashville. We have but one job with 20 men to fill it. I mean 20 first class men and 10 helpers, also good, so please stay away so we will not have to sing you the "bum" song.

Our financial report for the last quarter was very much strained, and I would say perished. If all the Brothers who are working who owe the local back dues and other debts would try to pay on them as soon as possible we may get out of the hole.

If the government aids big business, why not the man who needs a job? The American public is sympathetic toward our unem-

ployed. We know that prosperity depends upon employment, that "good times" come from three things: high wages, high production and high consumption. Unemployment breaks the circle that is necessary to give us prosperity; it reflects upon our own lives, whether or not we, as individuals, are victims of "No Help Wanted" signs.

The last class we had on workers' education showed that in the United States we had two classes of unemployed. The first is composed of men who have been thrown out of work by business depression. The second those who have lost their jobs through the introduction of labor-saving devices. Senator Wagner, of New York, from what I have read of his issue before the Senate, will help the first group by making the government stabilize business, stimulating it in time of depression by the expenditure of money from the public treasury for public construction and public works. To give relief to the second group seems, at the outset, a more difficult problem; but some of the best minds of the country are at work upon it.

The first step in meeting the emergency of unemployment intelligently is to know its extent and character. It will readily be admitted that we cannot cure a disease unless we know what the disease is, its location and extent. The first step, therefore, is to find the facts and that is what the economists and statesmen are doing.

TONY HANSOM.

L. U. NO. 430, RACINE, WIS.

Editor:

In the humble opinion of yours truly, Sunday, July 27, 1930, was the most successful in the history of either Local No. 127, of Kenosha, Wis., or Local No. 430, of Racine, Wis.

Although our boys have worked side by side on various jobs in the two cities under a free exchange of cards for over two and one-half years, we have never had a social event run off with so much general happiness.

Under the expert direction and guidance of Brothers Piel, Shippers, Hasty, Bailey and Jenack, of Kenosha, and Brothers Sandy, Martalock, Schuit, Rounds and Griffiths, of Racine, was staged a joint picnic that tops anything the two locals have ever attempted heretofore. The one big reason for the picnic being such a howling success from the Kenosha viewpoint is the fact that their ball team carried their banner to victory over the surprised and astonished players on our own team, to the tune of 11 to 6. This must never happen again, Brothers.

Contractors from the two cities were all invited to attend and turned out in good numbers and, we believe, learned that they, too, can play games and have fun along with the rest of the gang.

Games and contests of all descriptions were entered into by young and not so young, for which prizes were awarded.

These prizes, by the way, were donated by our contractors and a long list of Kenosha and Racine wholesale and retail merchants and were about evenly divided by contestants of the two locals.

The joint committee is to be given much credit for the vast amount of ice cream, pop, cracker-jack, cigars, dogs, buns, cake, pickles, baked beans, coffee, potato salad and toothpicks they had on hand to quench the thirst and appease the hunger of the angry mob. They had plenty and to spare and right here I want to assure these faithful Brothers that we all had plenty to eat and drink. (All except the committee—and



THIS CREW WIRED THE IMPORTANT BANK OF COMMERCE JOB, TORONTO

they didn't have time to eat anyway, so that was all right.)

Another high-light of the affair occurred after the evening meal, which, by the way, was served by the committee and laid on long tables with everybody rallying round to do justice and during which Kenosha supplied musical entertainment, under the leadership of Brother Gene Murdick, who pilots the aggregation known as the Old Time Better City Five, a string quintet of no mean ability. Somehow I can't help thinking that they are taking a slam at us when they use the words "Better City" in their title. But let's get back to the subject. The Brothers lined up for a tug-of-war. At the drop of the hat a mighty grunt went up to high Heaven and the next thing we knew the Brothers were sprawled on the ground—the rope broke. Well, after some palaver it was decided that 10 huskies from each local was enough for the rope, so after a pull of one minute and three seconds Racine was declared victorious, which, of course, is as it should be. Then, not to be outdone, 11 ladies of each local grabbed the same rope and after 41 seconds all moved over into Racine territory and the day was complete.

The balance of the evening was spent in singing by the light of the committee's clean-up bonfire.

Quite a while after dark we turned the picnic ground over to an army of mosquitoes, who must have called for help from several surrounding counties and we all went to our homes, tired and mostly jobless, but very happy nevertheless.

Keno Brothers, look well on that baseball crown and enjoy it while you may. It is yours for but a year.

In order to "check and double check" look up correspondence from Bill Hasty, of Local No. 127.

BILL PETERSON.

L. U. NO. 497, WENATCHEE, WASH.

Editor:

Well, here I am again; and how. If this first finger on my right front foot (now there I go trying to make a monkey out of myself again), I mean my hand. Well, anyway, if I don't wear it out punching this doggone contraption I will consider myself lucky.

While reading my JOURNAL I saw several notices that an early article in July would be greatly appreciated. Now I wonder if our worthy office force is planning a fishing trip? I never saw a notice of why they wanted early articles. I hope that you have as much good luck as we do here. Now speaking of fishing, I believe that it is one of the greatest of outdoor sports. There is nothing that will furnish one with so much fun—to get up early in the morning and take your frying pan, coffee pot, a couple of loaves of bread, a case of beer and a nice bottle of cough medicine (my favorite brand is Scotch). Oh, yes, and a pair of spurs. Why spurs? Well, it isn't any fun fishing with a pole out where I go because they are so big and so doggone many of them that you have to hide behind a tree to bait your hook, because if you don't they will come right out and get it. I just take a nice big worm in my hand, hold it out where they can see it and when they come up to the edge of the water I just jump on the nicest looking one and ride him out on the sand. Now, Olie, U ken tel von.

I read a whole flock of mighty fine letters from Brother and Sister locals throughout the country in the June issue of our JOURNAL. I would like to comment on Brother Dale B. Sigler's letter from Local No. 125. I very sincerely agree with you on your aversion to the outcome of the automatic machines

and labor. If there isn't some solution agreed upon to compensate those who are being dispensed with in favor of the machines the unemployment situation will within a very short time become acute.

We owe it to our fellow men, as citizens, to try to find some way in which to cope with what has already been proven to us by the steadily increasing number of unemployed, one of the greatest problems that labor is confronted with—the machine era. We do not dislike to see new inventions because we are all curious to see to what end science can attain by their persistent endeavor to accomplish unheard-of things. However, to continue without finding some means by which to offset the predicament that labor is confronted with will result in a panic in the near future.

And to Brother Pope, of L. U. No. 640, Phoenix, you have the right idea in your conception of a union man. I might add, Brother Pope, that your son paid us a call recently. Sorry that we couldn't put him to work. Glad to have him call around again if he should come this way.

I am sorry to report that conditions are still as they were in my last report to the Brotherhood. There is a possibility of conditions becoming better when the fruit season opens up here in the fall. We hope so.

I am going to paint you a picture now, Brothers, so watch close while I do it. The month of June on a moonlight night, a lake, a canoe, a beautiful woman, a guitar, and yourself with a heart full of music and love for your newly acquired mate. Can you see the picture? Ah, yes, indeed it is a wonderful and beautiful background for one's honeymoon.

Our worthy Brother Paul Gray very recently acquired a new Chevy coupe (now whether he did it by fair means or foul I am not in a position to say). However, the old saying is: Get a car and then you can get the girl. Now I am here to state that that was just what he went and did. He got a car, then got the girl and then went and got married.

On the night of our last regular meeting, which was held on the 25th of June, Brother Gray was very absent, in fact he wasn't there at all. I am willing to bet that he even forgot that there was a meeting. Now according to our local by-laws it costs a member four bits when he plays hookey from meetings. You should have waited a day, Paul, and saved that half dollar. The cigars

were fine, Paul; and I can assure you that the Brothers of Local No. 497 are unanimous in wishing you and the wife a happy and successful journey through life.

Well, Brothers, as there isn't any news that I can give you that is of any importance, I will ring off but first let's be real optimistic and sing "Happy Days Are Here Again." Oh, sho, sho; now don't get regusted.

H. J. WELCH.

L. U. NO. 544, HORNELL, N. Y.

Editor:

My article in last month's WORKER seemed to please some of us and not some more, but as a regular old sport I'll write my final article and it comes from a source I have been studying for a long time; namely, unemployment and hard times. I wonder how many of our boys know what these two really consist of. I have been through both and I think I can write something for every one to consider. We are in the midst of both of these, and are we helping ourselves or those responsible for it? The general opinion of every one is that this depression is to lower wages and break unionism, and are they doing it? Well, I would say to a certain extent, yes and no.

What do we do when we are out of work? We usually try to find something to do to make a living and if up against it enough will take any job and being hard up we usually buy the cheapest articles of clothes, food and everything in general that we can find disregarding the make or anything else. Yet when Brother So and So asks you if your suit is union made, you don't even know. Usually a cheap suit is not and right there is my point of view. Every one today is looking too much to economy and not the union label; when people want a house or building wired they usually pick the cheapest disregarding union or not, as long as it's the cheapest, but is it in the end? Doesn't it in a round-about way reflect right back to your own craft regardless of what it is?

If every union man insists on the union label in hard times as well as good times it will help one Brother who will in turn help you by demanding only union made goods regardless of price. We are all enjoying union wages, so why not help ourselves by helping other tradesmen? I know to some this seems like a foolish bit of talk, but, Brothers, look at your tools, cigarettes, cloth-



AN ADORNMENT TO HOUSTON, TEXAS

ing, food stuffs, furniture, and everything. Do they all have a union label? If not, why? You growl because maybe a new building is being wired by non-union men but yet you would turn right around and buy non-union made articles. Are we not cheating ourselves as well as others? I know I can name a good many strong union men right in our own I. B. E. W. locals who always demand the label, but there are many others who don't. I just found out this week that there was a union made malt and hops for home brew. I wonder if all of you knew that. You can if you will. Insist on the union label. And that is where we find hard times coupled with unemployment today. We who are working are cutting our expenses. Naturally, and if we can buy an article a little cheaper we do it, but very seldom union made articles can cut their prices like non-union articles. Why? Because we stand for higher wages and good working conditions, and the others, any wages and conditions.

Now, Brothers, I'm not writing for any individual craft or union, but for our own. "In unionism there is strength."

Well, to get back to Local No. 544, I might say we're still struggling. We lost four mechanics and one helper this month due to layoffs and have several changes elsewhere. Brother Lynch was elected delegate to System Federation Convention and we hope he will bring back a lot of good news as we can stand plenty of it. Brother Matson, who is laid off, threw a nice party for the boys as a farewell remembrance and to this writing it is still on some of their minds and elsewhere. Brother Gams, not Gaines, has at last settled down to working the dead man's trick, 3-11. We wouldn't be at all surprised to see him step out now and get married. Our next committeeman, Horace, as we know him, is back after a successful honeymoon and Brother Lynch says he is bigger and better than ever. Oh, yes, and Horace by the way is our press secretary, who I'm still substituting for, but now that he is married he will be home nights to do this work. Yes, and we hope this man "Windy" will expose himself and Horace and I must keep up the good work. We have plenty of anxiety at our point over it. Brother Gordon was seen hopping on a train for Buffalo today. Yes, it is awful hot and dry in Hornell, and there was Brothers Watt, Coleman and Smith there for a reception committee for good old Mike. Barney looked very sad but I guess Mike can make up for you to Barney. Well, I must sign off, see you all next month.

MYSTERIOUS WINDY.

L. U. NO. 545, ST. JOSEPH, MO.

Editor:

Several of our "scribes" seem to be having trouble with some of the boys using their cars during working hours. The following remark seems to be quite common: "You have to own a car to work in such and such a town."

About all the members of L. U. No. 545 have cars and some few have automobiles. All are privileged to use them when and where they please. Some do and some don't, and the car proposition is the least of our troubles.

Right here let me state that we have shops that will not allow a workman to use his car during working hours while on their payroll; shops with "one-trip service cars" and shops that send a man out empty handed and then he calls up for a fuse and the truck brings it out.

When the car proposition first made its appearance we carefully talked it over and

got to the bottom of the situation. This is what we found out:

Cars were purchased for pleasure and enjoyment and, because they could be had "on time," practically everyone had one.

The majority of the boys live out seven or eight miles in the restricted residential sections of the city and they have to walk two or three miles to a street car or take their car to work, and who wants to walk and have a car in the garage?

We do not have a contract or agreement which compels our employers to transport our personal tools to or from a job, and who wants to lug 35 or 40 pounds of tools around?

As we work by the hour it is impossible to enforce the "during working hours" rule, for every member seen using his car before five o'clock is under suspicion or he is developing into a first class liar, or he has the choice of loafing around till five o'clock and then riding home in safety.

The working man who has to haul the company material to hold his job is a workman of the lowest kind and type and will not last long at any shop.

The mechanic who hauls company material to beat some Brother workman out of a job is just a plain "scab" and we don't have any of those in L. U. No. 545.

As none of our members have to haul material to hold a job we could see no reason for the boys not enjoying their cars.

Our employers know we do not carry company material, and they do not ask us to.

We learned years ago that we have to work for our employers' interests and not against them. That is the reason they insist on having closed shops.

Cars are purchased for pleasure and can be used as such by honest people but you cannot regulate them to be a pleasure. It is up to the individual, if he schemes around and uses his car to work against a Brother and you deny him the use of his car he will scheme up something else. He just can't be honest, it is the fellow you want to get rid of, not the car.

E. R. SAXER.

L. U. NO. 567, PORTLAND, MAINE

Editor:

Having been laid up for two months by reason of sickness I found it necessary to declare the office of press secretary vacated or out of commission, and now with a clean



slate and by reason of re-election, am back on the job with the best I have in stock.

On June 11, 12, 13 and 14, the 27th annual convention of the Maine state branch, A. F. of L., was held in Portland with the usual volume of business being transacted and we also feel that Local No. 567 did its part in entertaining delegates.

Various International Officers were present and their interpretation of various conditions and remedies provided much interest to enliven what sometimes seems routine business and our own International Office Representative, Charles Keaveney, always sure of a welcome here, was in the thick of everything, in addition to delivering a fine lecture during which he stressed the fact that the I. B. E. W., relative to old age pension, did not wait for oftentimes retarded state legislation but on its own initiative had provided a pension fund of its own.

Alexander Eagles was delegated to the convention by the local and presented a resolution that was adopted from the floor and finally referred to the full executive board for definite action which is intended to and should help our sister local in Augusta in their difficulty presented by the Central Maine Power Company and their antagonistic attitude toward organized labor.

Prominent speakers before the convention were Governor Gardiner, Ex-Governor Brewster, Senator White and the Democratic candidate for governor, Mr. Moran.

The next convention will be held in Millinocket, Me., in 1931.

Plans, elaborate as possible in the face of previous discouraging attempts are being made by the Central Labor Union toward the proper observance of Labor Day.

Portland is each year more seriously confronted with the regulation of traffic which, of course, is not such a problem as larger cities present; nevertheless, for a few months in vacation time the city managers have one as important.

The Central Labor Union has taken a prominent part in this question and has been represented by a committee delegated from 567 and their proposition of no parking whatever in proposed restricted areas has been amended and stands now that these sections in question will be designated by red paint and for stopping only.

Patience is a great virtue as proved by our president, Charles Ribbentrop, who is still serving in the dual capacity of business agent, whose official hand fell heavily on two culprits only this week, who had for some time been suspected of violating our agreement in small-time, rat-like ways.

Our recent election of officers as capably installed by past President Charles Arthur Smith, assisted by Past President A. F. Eagles, returned to prominence in the local. President, Charles Ribbentrop; vice president, George McCrum; financial secretary, C. A. Smith; treasurer, John Meserve; recording secretary, A. F. Eagles; press secretary, M. M. McKenney; trustee for three years, L. G. Libby; foreman, Fred C. Blake; first inspector, Chester Freeman; second inspector, F. P. O'Brien.

Our executive board and the various committees are capable and efficient while C. A. Smith still continues his avocation as hall manager.

M. M. MCKENNEY.

L. U. NO. 569, SAN DIEGO, CALIF.

Editor:

The annual election of officers was held Thursday, June 26, 1930. The following officers were elected for the ensuing year: President, Jerry Snyder; vice president, James Dunne; recording secretary, Ray Mathewson; financial secretary, E. S. Teft; treasurer, C. O. Edmunds; foreman, C. O.

Thie; press secretary, Ray Mathewson; first inspector, S. R. Nye; second inspector, Johnny Cordova; trustee, Charles A. Janke.

The executive board is now composed of the following members: C. J. Brown, A. E. Nuffer, M. H. Bender, F. D. Hauser, S. V. Monsees, T. J. Sullivan and W. S. Graham.

On the examining board, Brothers J. I. McCulloch, A. Johnson, F. D. Hauser, C. A. Janke, Jerry Snyder and L. F. Alcaraz were elected.

Brother C. J. Brown was re-elected business manager for another year by an almost unanimous ballot.

RAY MATHEWSON.

L. U. NO. 595, OAKLAND, CALIF.

Editor:

Just a few lines from Local No. 595, Oakland, Calif. I have been away on a short trip since the 1st of July with one of the boys up to Lake Tahoe where we met some of the members of Local No. 401 of Reno. I wish to take this means of thanking them for the fine treatment we received while there.

Working conditions have not improved to any extent here but we still have hopes.

Our election is over and with the officers in harness and the members behind them Local No. 595 should make some progress in the future.

The local members as well as all the members of the I. B. E. W. no doubt are waiting for the report from the constitutional committee.

Well good-bye for this time with better results for next month.

E. B. ESHLEMAN.

L. U. NO. 665, LANSING, MICH.

Editor:

As the months have rolled around again, we have held our annual election of officers, returning only the financial secretary and the treasurer.

Brother E. C. Hoffman was selected for president; Brother H. A. Wiley for vice president and Brother E. D. Crandall for recording secretary, while H. J. Page was returned as financial secretary and Brother W. R. Geddie as treasurer.

News is scarce stuff up here for 15 per cent of our men have not worked this year yet and not much business is reported coming in. However, now that it is as it is, we can all look to better times soon.

We now have men scattered almost all over the state, on all kinds of jobs, common labor, saw mill, body shop, assembly plants and electrical work.

Now that the new constitution committee has started, we hope to see the results in a reasonably short time, although we have operated under the old constitution for a long time, and so we can wait for the new one.

The five-day week has been officially adopted by the local city council to help in this period, so the result can be studied here as in other places before long.

Thanks for your indulgence.

H. J. PAGE.

L. U. NO. 696, ALBANY, N. Y.

Editor:

Brother Sheehan of L. U. No. 392, Troy, stated in the past two issues of the JOURNAL, and rightly so, that his letters were the only ones from New York State.

This deplorable state of affairs has had its reign and from now onward L. U. No. 696 will endeavor to have its monthly letter before its fellow members of the I. B. E. W.

On July 11, the following officers were installed: President, R. Hartigan; vice president, G. Lefevre; recording secretary, E.

Hendricks; financial secretary, J. Hushion; treasurer, F. Cummings; trustee, M. Horan; executive board, J. Lyons, H. Levy, W. Dolan, A. Wright, E. Ryan, W. Hallenbeck, J. Johnson; foreman, B. Osborne; first inspector, M. Lansing; second inspector, V. Sullivan; business agent, F. Cummings; press secretary, C. Roberts; examining board, T. Nussbaum, T. Sullivan, A. Rysdorph, P. Hanney.

Brother F. Cummings, our worthy business agent and treasurer, resigned the latter office and Brother J. Cox was elected to fill the vacancy.

Albany has been progressing for some time past and our city's skyline has been vastly changed by the addition of new hotels, bank buildings and the new 34-story State Office Building, on Capitol Hill. We, of 696, are proud of our part in the development of the capital of the great Empire State and hope for greater progress.

Not content with all this the Albany Ball Club has inaugurated night baseball and the first game was played Thursday, July 24, between Albany and Springfield before a record gathering of 8,000 fans.

Work seems to be at a standstill for the time being and our business agent has his hands full finding jobs for the unemployed of our local union.

Brother Sheehan, of Troy, is an ardent advocate of licensed electrical workers and I for one admire his good sense.

We have in a great many cities, licensed contractors, and what could be more logical than to do the same for the mechanics? To my mind, it would aid the worker, the contractor and the party who pays for the job. The employer would be sure of good work, the contractor would realize that all journeymen sent by the business agent were efficient and would not request that officer to furnish certain men only, and the journeymen would benefit by having more work, especially those who have not worked for and are therefore unknown by the local shop bosses. There is a great deal more to be said upon this subject and I for one expect to see the time when some states will license electrical workers.

C. ROBERTS.

L. U. NO. 734, NORFOLK, VA.

Editor:

For want of a better subject we are taking up a new topic this month: Unemployment.

The observant citizen informs me that a few weeks ago he chanced to see some government-owned chairs. These chairs were normal in every detail; each had a back, a seat and four beautifully formed limbs and under the seat each bore the legend, "Made in Czechoslovakia."

In my opinion it is a beautiful sentiment that we should disregard our own dire need for work and place our orders for chairs where we may make employment for the "Czechs" and the "Slovaks," but some of us being more unreasonable than the rest, feel that our government should purchase its requirements in such manner as to afford employment to workers in this country.

The new civil service retirement law reduces the age requirement so that many thousands of employees immediately become eligible for retirement, but also provides that under certain conditions eligible employees may be granted extensions.

Some employees at retirement age have short terms of service and heavy responsibilities and would suffer if retired now, while others are eligible for maximum retirement pay and a large number of both classes will request extensions.

If all eligibles this year are retired, a demand will arise for several thousand new

employees and these will be furnished from the ranks of the unemployed. For this reason it is to be hoped that the merits of every application for extension will be very, very carefully scrutinized.

SAUVAN.

L. U. NO. 1118, QUEBEC, CAN.

Editor:

We are in the midst of an organizing campaign, so I am sending in results up to the present. That is to say we are bringing in the men who are employed on construction in and about the city. This has meant a lot of hard work for our officers who all worked at it like veterans, especially our president who did most of the work; the members were conspicuous by their absence. They seem afraid they might get a little work to do themselves. Commencing this month all members who do not attend the regular meetings will be fined 25 cents. At our last meeting with all the new members and a few of our old members the hall was overcrowded and now we are engaged in finding a new and larger hall as the one we have now will not hold all the members at once.

The new boys seem to take more interest in the affairs of the local than do the older members. Those new boys are a great bunch and we expect to have many more at our next meeting. Already we have 15 to be initiated and more to come. At our last meeting we elected the Labor Day committee who will see that we have a float in the parade and the members walking in it. It was also brought up about having an educational department for the education of our apprentices, and before closing my letter there is one thing more I wish to say, that is: That men leaving the jurisdiction of Local No. 492 and coming into our jurisdiction should as soon as possible deposit their card instead of keeping said card and employing outside labor; that is not co-operation on their part and it makes it hard for us.

BERT LYONS.

L. U. NO. 1147, WISCONSIN RAPIDS, WIS.

Editor:

The members of Local No. 1147 have appointed me as mouthpiece of this outfit. I'd rather eat a good chicken dinner any day than hatch up one of these letters, but here goes.

The July 4 celebration is over and we had a good one here. While the electrical workers didn't have an individual float in the parade, the Central Labor Body had a dandy and we were in on that.

Local No. 1147, along with Locals Nos. 187 and 116 of the International Paper Makers, Locals Nos. 94, 81 and 58 of the International Pulp and Sulphite Workers signed a new agreement with the Consolidated Water Power and Paper Company for another year on May 1. While there was no general increase there were several adjustments. The operators at Biron, Stevens Point and Wisconsin Rapids received a 2-cent-per-hour increase. The motor tenders at Wisconsin Rapids received a 3-cent increase. The turbine operators at Wisconsin Rapids Division received a 2-cent increase; while the motor tenders at Biron received no increase, they did get rid of the watchman's clock they have been carrying at night for four or five years. The electricians also have succeeded in establishing a definite wage system and also an apprenticeship system; something we have been working on for a long time. The electrical workers were represented by Brother Andrew Kulas from Stevens Point, Brother Ray Richards and Brother Tony Shymanski from Wisconsin Rapids and yours truly from Biron.

The second annual safety conference of Wisconsin was held here in Wisconsin Rapids June 26. Several members of Local No. 1147 had the privilege of attending the very interesting and instructive meetings and also the banquet held afterwards.

While speaking of conferences the Wisconsin State Federation of Labor is holding its annual meeting at La Crosse this week. Our local is very ably represented by Brother Ray Richards.

At present all our members are working. We are especially fortunate here that we work for a paper company that has several large orders. The paper for the Liberty Magazine is made here, also paper for the Milwaukee Journal. The next time any of

you fellows see a copy of either of these publications, just realize that you're seeing paper with the label, made by a 100 per cent union organization, made in a closed shop; paper made in a shop where vacations with pay are given, and in a shop where unemployment insurance is paid. Also made in a shop where worker and employer cooperate for better times and conditions. Then just take another look at that paper, and you'll know you're seeing good paper. Of course, paper like this really needs a typographical label to set it off but perhaps the time will come when it will be perfect.

Brother Sherman, of the Biron Division, has already taken his vacation, going to Chicago and returning safely. Brother Passin-

neau started on his last week. Don't know where he went but rumor has it that he was last seen loading a case of something in his car, so he will be O. K. wherever he is. Brothers Rokus and Miller, of the Rapids Division, also took theirs but I have no dope on what they did.

Local No. 1147 had election of officers last meeting. The old officers were unanimously re-elected. You wouldn't chop down an apple tree while it was bearing good fruit, would you?

Well, news is scarce like hen's teeth here, so probably we had better save the rest until next month. See you some more.

S. W. BRAMBLE.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NOS. 46 AND 77, SEATTLE, WASH.

Editor::

Station Watt (What?), Seattle, Wash., on the air.

Summer time with that never failing ocean breeze coming from the sea, which carries a breath indicative of a salt twang and keeps the thermometer down to 75 and 80.

Playtime. That's why Mrs. Beck, our worthy president, is on her way to Portland, Oreg., with Sister Nygard to spend a week.

But why Portland, when the big silver salmon are taking the hook freely at Camano Island where Mrs. E. Hubbard spends all her week-ends and now is enjoying two weeks there? It isn't the men that do all the fishing out west. Cleaning the fish is a messy job so we bring them in and slip into our sun-tan and let the men clean the fish.

The Hilpert family went over the mountain just like the bear did to see what they would see at Wenatchee.

It has been the custom to extend greetings or invitations through the JOURNAL. Just so do we extend a personal invitation to women relatives of Local No. 77 to join us in our work. You owe it to your local to do so; so come on you women of No. 77, roll up your sleeves and pitch in.

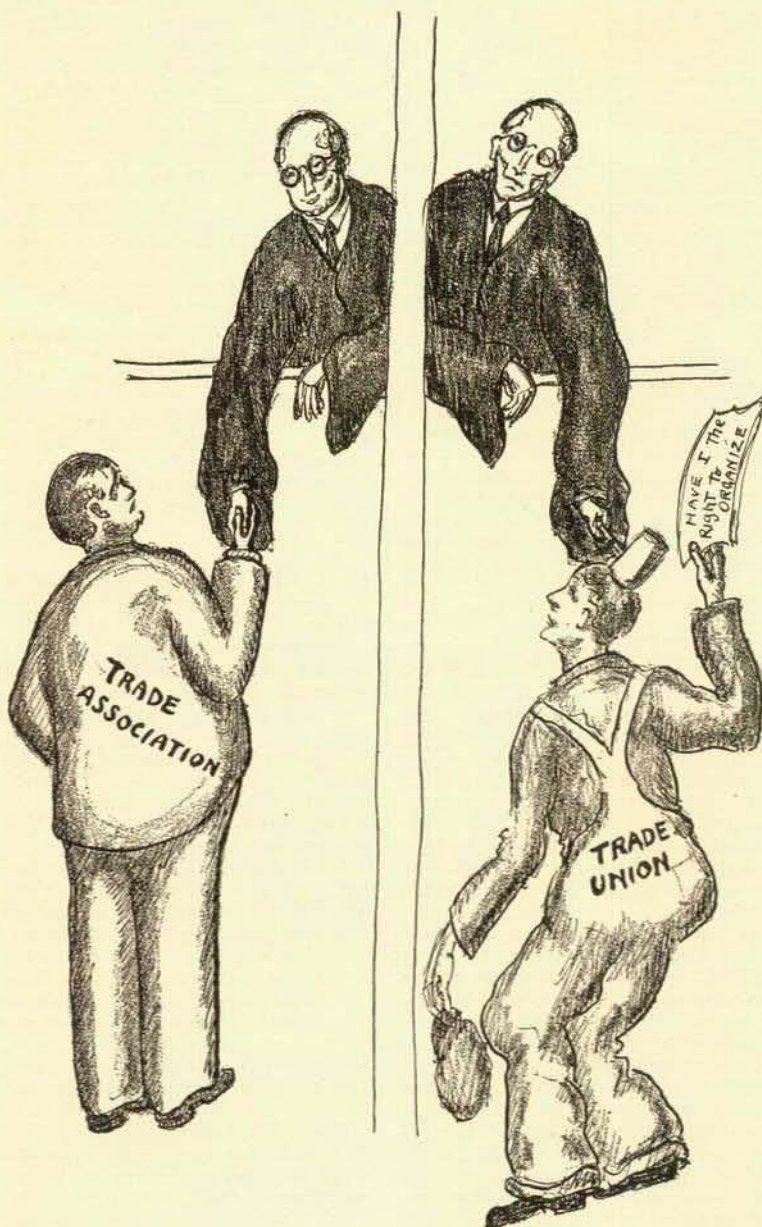
There are big doings at Silver Lake, August 3. If your systems are run down, come to the picnic is the only remedy for the Locals Nos. 77 and 46. Mrs. Beck gave a person talk at Local Nos. 77 and 46 halls and was received royally. Her plea was that Local Nos. 77 and 46 help finance our picnic, which they did. Games, swimming, races, etc., with 18 gallons of ice cream as an incentive. So I'll be seeing you.

Yesterday being Sunday, the day after the best day in the week, the Women's Auxiliary and their families spent the day at Mrs. Kresse's summer home at Yarrow. Dining was the order of the day with swimming, golf and horseshoe playing thrown in, and to end our happy day a song fest was held. We had a large audience for a while, but behold when the hat was passed they had all departed down to the water's edge to eat pop-corn around the bon fire. "Awa Awa" was the word but what this country needs is some means of eradicating Amos and Andy friends who say "Awa awa."

Mrs. Hamburg was pleasantly surprised by our members with a baby shower and Mrs. Lindell set a very good example and brought her six-week old baby girl along and received congratulations all around.

Mr. and Mrs. Harroun have not returned from their trip east but I know she will enjoy our wonderful Puget Sound weather when she returns.

We all sympathize with Mrs. Jimmie
(Continued on page 484)



Why the difference in greetings?

BY ELMER

THE BROWNS GET BY



In spite of the sunshine that filtered through vine covered windows on the Brown's breakfast table, there was an impending air of gloom.

"Well Ted, what happened to the rear fender last night?" Mr. Brown glanced sternly at his son over his lowered newspaper.

"Aw Dad, I just nicked the end a little—fellow crowded me over as I was passing him."

"Why not tell him you were speeding up and barely got by without a smash," contributed Marge, ignoring the brotherly glare.



"I suppose it doesn't occur to you, son, that you're risking your life in everyone of these 'close shaves' as you call 'em."

"Gee Dad, Marge is always throwing a scare into you so you'll think she's the only safe driver in the family. Why not ask her about nearly drowning in the pool last week—if it hadn't been for Slim dragging her out after she went down twice?"



"Well—well—the family seems to be turning State's evidence on one another. Now mother, if you'll just tell me that you caught Junior tumbling out of the second story window and I'll add my bit by remembering that you almost stepped off the curb in front of a truck last evening, we'll have everybody accounted for."

"But we're all here and well," said Mrs. Brown placatingly, "and post mortems are a bad way of starting such a beautiful sunny day."



"It'll take more than sunshine to straighten that fender," grumbled Mr. Brown, "and I'm willing to be as cheerful as the next one—but I'm going to do something about these close shaves that Ted seems to be developing such a taste for."

"I know what, Dad," said Ted with a gleeful grin, "why not take out policies on all of us in that Family Group thing—you said you were going to, and no time like the present."

"You're a good for nothing young cub," answered his father, "but you probably don't realize that's the most sensible thing you've said in many moons. I'll take out the policies all right, but what started this argument was your habit of demonstrating what a speed demon you are on the broad highway. . . . I'm going to see to that, too."

The Browns are just "you and I" kind of folks—and how many breakfast tables hear the foregoing conversation, or one something like it, every day! So fill up the fountain pen and complete the application on the opposite page. We'll gladly send additional applications for every member of the family on request.

APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the of a member
(Give relationship)
of the International Brotherhood of Electrical Workers, Local Union No., and I hereby apply for
units or \$ life insurance, and will pay \$ each
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except.....

(State any exceptions)

Date of Birth Occupation Race
(Month-Day-Year)

Birthplace Sex

Beneficiary Relationship
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary

My name is
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is
(Street and number City and State)

Date
(Signature in full)

QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

**Make Checks Payable to
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
G. M. Bugniazet**

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Riggs)



Cut Here

Cut Here

IN MEMORIAM

John N. Spooner, L. U. No. 6

Whereas it has been the will of the Almighty God to remove from our midst our dearly beloved and esteemed Brother, John N. Spooner; and

Whereas we, as members of Local Union No. 6 of the International Brotherhood of Electrical Workers, deeply mourn our loss; therefore be it

Resolved, by the members of Local Union No. 6 in regular session assembled this 9th day of July, 1930, That we extend our sincere sympathy and condolence to the bereaved family and relatives in their hour of sorrow; and be it further

Resolved, That the charter of Local Union No. 6 be draped for a period of 30 days in respect to the memory of our late departed Brother, John N. Spooner; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, John N. Spooner, a copy be sent to the International Office for publication in the official Journal, and that a copy be spread in full on the minutes of this meeting of Local Union No. 6.

ALBERT E. COHN,
FRED DESMOND,
W. GIMMEL,

Committee on Resolutions.

CHAS. WEST,
President L. U. No. 6, I. B. E. W.

PAUL A. ROE,
Secretary, L. U. No. 6, I. B. E. W.

Charles Hanson, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Charles Hanson; and

Whereas in the death of Brother Hanson, Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Hanson and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
SAM. GUY,
HARRY SLATER,

Committee.

Philip Bender, L. U. No. 9

Local Union No. 9, of the International Brotherhood of Electrical Workers, records with heartfelt sorrow the death of Brother Philip Bender, one of its first members and organizers.

Brother Bender was a member of Local Union No. 9 for 30 years, its former business agent, a member of its advisory board for nine years, and in various other capacities he gave devoted and loyal service to our union.

In the passing of Brother Bender Local Union No. 9 sustains an irreparable loss and our Brotherhood one of its most earnest and active workers. He was ever zealous in the interest of our entire membership and no personal sacrifice was too great for him in promoting our Brotherhood and sound unionism.

To the family of Brother Bender Local Union No. 9 extends its heartfelt sympathy. The thought of his many good deeds will be a constant reminder to them and all his fellow-workers of his splendid character and zeal in their behalf, and this thought will afford a great measure of consolation to them; be it further

Resolved, by Local Union No. 9 of the International Brotherhood of Electrical Workers, That a copy of this letter be sent to the family of our late Brother, a copy be spread on the minutes of our union and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
SAM. GUY,
HARRY SLATER,

Committee.

Howard F. Campbell, L. U. No. 21

Whereas our Almighty Father has seen fit to remove from our midst our true and faithful Brother, Howard F. Campbell; and

Whereas we, as members of L. U. No. 21, I. B. E. W., deeply mourn his loss; therefore be it

Resolved, That our most sincere sympathy be extended to the bereft family; and be it further

Resolved, That a copy of these resolutions be sent to the family and that a copy be spread on our minutes and one copy sent to the Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in loving memory of our deceased Brother.

JOHN W. LINDSAY,
WILLIAM LINDSAY,
J. J. CAVANAUGH,

Committee.

Harvey E. Watson, L. U. No. 58

It is with deep sorrow that we, the members of Local Union No. 58, I. B. E. W., mourn the loss of our esteemed brother, Harvey E. Watson. His noble qualities, kindly spirit, and his loyalty, will always be remembered with deep affection by those who knew him best; therefore be it

Resolved, That we, as a union, in brotherly love, extend our heartfelt sympathy to his family and friends; be it

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy to the International Office, to be published in the official Journal, and a copy to be spread on the minutes of Local Union No. 58.

C. W. SPAIN,
Press Secretary.

Conrad F. Buchen, L. U. No. 125

Inevitably, as we journey forward, comes the parting of the ways, and there remains to us who are left behind only the memory of those who passed on before. Thus Local Union No. 125 must record the loss of Brother, Conrad F. Buchen, who answered the final call on June 28, 1930.

Being a loyal member of the organization, and a cherished friend to many of us, his absence will be keenly felt, and his passing will prove a real loss to the Brotherhood. Local Union No. 125 would extend to his bereaved ones the kindly sympathy of understanding hearts who knew him, and offer such comfort as true friendship may in their hour of sorrow.

In respect to the memory of Brother Buchen, our charter shall be draped for 30 days, and a copy of this tribute spread upon our minutes, copies being forwarded also to his loved ones, and to our Journal for publication.

MERLE DA CARR,
DALE B. SIGLER,
R. I. CLAYTON,

Committee.

Adopted by Local Union No. 125, this day of _____, 1930.

Bart. R. Ward, L. U. No. 195

Whereas it has pleased Almighty God in His infinite wisdom to remove from our midst our good Brother, Bart. R. Ward; and

Whereas in the death of Brother Bart. R. Ward Local Union No. 195, of the I. B. E. W., has lost one of its oldest and best members; therefore be it

Resolved, That a copy of these resolutions, expressing our regret at the loss of our Brother, be spread on the minutes, a copy be sent to the bereaved family, and a copy be sent to the official Journal for publication, and that our charter be draped for 30 days.

EDW. G. WEGNER,
Recording Secretary.

Herbert Bartels, L. U. No. 430

Whereas it has pleased Almighty God in His infinite wisdom, to take from us our esteemed and worthy Brother, Herbert Bartels; and

Whereas in the passing of Brother Bartels, Local Union No. 430, of the International Brotherhood of Electrical Workers, has lost a

true and faithful worker for the cause of our Brotherhood; and

Whereas we extend to the bereaved widow and parents of our departed Brother our sympathy and condolence, and commend them to God for comfort in their hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory; and be it further

Resolved, That a copy of these resolutions be forwarded to our departed Brother's widow, a copy spread on our minutes and a copy sent to our official Journal for publication.

WM. L. PETERSON,
Recording Secretary.

Francis Reed, L. U. No. 465

It is with deepest sorrow and regret that we, the members of Local Union No. 465, San Diego, Calif., mourn the death of our worthy Brother, Francis Reed;

Whereas we wish to extend to his family and relatives our sincere and deepest sympathy in this very sad hour to them and pray that God, in His infinite goodness may help them to bear the burden placed upon them; therefore be it

Resolved, That a copy of these resolutions be spread on the minutes of our meeting, a copy be sent to the bereaved family, one also sent to our official Journal for publication, and our charter draped for a period of 30 days in his memory.

E. A. FINLEY,
R. J. RADEMACHER,
V. WAYNE KENASTON,
Committee.

Henry Wildberger, L. U. No. 501

With the passing on of Henry Wildberger Westchester County has lost one of its prominent leaders in trade unionism. He came to Westchester County thirty years ago and put most of his time and energy in the local problems of the Electricians' Union.

Soon he was sought by other trade union officials and won their confidence. He planned with other officials to form the present Westchester Building Trades Council and had just completed the consolidation of Local No. 402 with his own Local No. 501.

Through Brother Wildberger's efforts he has protected the union electrician's family in sickness and death. His untimely death on June 11 came as a great shock to his family and his many friends. He was laid to rest in Kensico Cemetery Sunday, June, 15, surrounded by his family with the official representatives of the International Union, Westchester Electrical Contractors Association, American Federation of Labor, Westchester Federation of Labor and Westchester Building Trades Council, officers of Local No. 501, I. B. E. W., and hundreds of friends who deeply regret the passing on of one who did so much for his fellow workers.

A MEMBER.

Henry Wildberger, L. U. No. 501

Whereas it has pleased the Almighty God in His infinite wisdom to call from our midst our worthy Brother, Henry Wildberger; and

Whereas it is with saddened hearts and a feeling of deep regret that we, the members of Local Union No. 501, are called upon to pay our last respects to our worthy friend and Brother; therefore be it

Resolved, That Local Union No. 501 acknowledges its great loss in the death of our Brother and hereby expresses its appreciation of the services he rendered to our local; and be it further

Resolved, That Local Union No. 501 extends its condolence to the family of Brother Wildberger in their great loss; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 501 and a copy sent to the official Journal for publication.

JOHN J. HIGENBOTHAM.

George H. Smiddy, L. U. No. 702

Whereas Almighty God, in His divine wisdom, has called to his Heavenly home our esteemed and beloved Brother, George H. Smiddy, it is with deepest sorrow that we, the members of Local Union No. 702, record the loss that has come to us in the death of our associate; therefore be it

Resolved, That to those bound to him by the tender ties of home we extend our deepest sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved widow, a copy spread on our minutes; and that our charter be draped for a period of 30 days.

E. E. SCOTT,
N. J. WEBB,
J. O. JONES,
Committee.

W. L. Smith, L. U. No. 702

Whereas we, as members of Local Union No. 702, I. B. E. W., regret the loss from our midst of our beloved Brother, W. L. Smith; and

Whereas this local has lost a true and loyal member; therefore be it

Resolved, That we, the members of Local Union No. 702, I. B. E. W., keenly deplore our loss and extend our heartfelt sympathy to his bereaved family; and be it further

Resolved, That a copy of this resolution be sent to the bereaved family, a copy spread upon the minutes of our local union, and a copy be sent to our official Journal for publication.

R. L. BRIDGFORD,
CLAUDE COX,
N. J. WEBB,

Committee.

J. Whalen, L. U. No. 817

Whereas it has been the will of Almighty God to take from our midst Brother J. Whalen, many years a true and loyal member of the I. B. E. W., and Local Union No. 817 has lost a highly respected member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days, that a copy of this resolution be sent to his bereaved family, a copy be sent to our International Journal for publication and a copy be spread on our minutes of this meeting.

F. PANZER,
Secretary.

Theodore G. Beil, L. U. No. 1024

Whereas the Almighty Father has seen fit to remove from our midst our true and faithful Brother, Theodore G. Beil; and

Whereas we deeply mourn the loss of this dear Brother and share the sorrows which have befallen his beloved family; and

Whereas we extend to the bereaved family our heartfelt sympathy and consolation and commend them to God for comfort in their hour of sorrow; therefore be it

Resolved, That we, as a union of Brotherly love, convey to the bereaved family our most sincere sympathy and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of this resolution be sent to his wife and a copy sent to our official Journal for publication and a copy be spread on the minutes of this local union.

ROBERT E. BAIN,
R. W. REILLY,
P. B. PATUCH,
E. A. FISHER,

Committee.

DEATH CLAIMS PAID FROM JULY 1, INCLUDING JULY 31, 1930

Lodge No.	Name	Amount
66	C. J. Ellis	\$1,000.00
I. O.	W. H. Sandifer	1,000.00
817	John Whelan	825.00
134	L. Jochum	1,000.00
1024	T. G. Biel	1,000.00
661	C. P. Gish	1,000.00
212	J. W. Lynch, Jr.	1,000.00
3	Emil R. Jessen	1,000.00
I. O.	Edw. C. Seiden	1,000.00
500	T. L. French, Sr.	1,000.00
465	Francis G. Reed	650.00
6	J. N. Spooner	1,000.00
58	H. Watson	1,000.00
18	Walter J. White	300.00
536	W. H. Van Dorn	1,000.00
453	B. J. Barker	650.00
I. O.	Fred L. Bartellamy, Sr.	1,000.00
164	Henry Seamore Matthews	825.00
3	Jas. A. Carney	1,000.00
3	Wm. Worthe	1,000.00
245	D. C. Field	1,000.00
1	Joseph Griener	1,000.00
430	Herbert L. Bartels	650.00
134	Jno. P. McCarthy	1,000.00
702	W. L. Smith	1,000.00
9	Chas. Hansen	1,000.00
702	Geo. H. Smiddy	1,000.00
3	Frederick C. Geese	1,000.00
I. O.	Samuel Jacobs	1,000.00
369	L. M. Nicolin	300.00
125	C. F. Buchen	475.00
38	C. R. Johnson	1,000.00
9	Phil Bender	1,000.00

164	H. T. Holmes	1,000.00
134	W. J. O'Brien	1,000.00
134	Michael Shea	1,000.00
134	A. Grafton	1,000.00
I. O.	Peter Welch	1,000.00
59	Clyde Hoobler	1,000.00
33	S. J. Hall	300.00
437	W. B. Thomas	216.00
I. O.	R. J. Niddrie	1,000.00
963	R. Volkmann	1,000.00
130	A. Sutherland	650.00
20	Theo. Warren	475.00
I. O.	J. A. Connelly	1,000.00
1	Francis L. Roche	1,000.00

\$41,316.00

Total claims paid from July 1, including July 31, 1930.....

\$41,316.00

Total claims previously paid.....

\$2,048,295.10

\$2,048,611.10

CORRESPONDENCE

(Continued from page 480)

Thomas, our past president, who worked so faithfully and well and hope for a speedy recovery for her little son, who is ill.

And so to the dentist and can't definitely establish which hurts the most the bill or the drill.

MRS. R. C. SIMPSON.

WOMEN'S AUXILIARY L. U. NOS. 84, 613, 632, ATLANTA, GA.

Editor:

Recently radio announcers and newspapers have referred to Atlanta as "Jonesville," because of the golf hero, Bobby Jones. Atlantans are very proud of him. Until the last issue of the JOURNAL, we thought "Jonesville" had another reason quite as important to be proud of and to crow over. We thought we had the first auxiliary to electrical workers.

Seattle, we take off our bonnets to you! As you organized in 1925 and we in 1928, you are the oldest. (Still there is a fascination about the word younger to some of us.)

Unless some other place rises up and disputes our claim we will say we are the oldest in the south.

Seriously, age of anything counts little, it's the deeds that stand out. Some of the oldest men in the electrical fields are still the best workers. This applies to all lines.

So we are hoping all the auxiliaries, young and old, set such shining examples, every local will immediately start one.

Recently we had the pleasure of having at our meeting the president of the Savannah Auxiliary, Mrs. Henry Tolle. We surely will have to step lively to keep up with Savannah, for they have a wonderful little president. We hope she will come again soon and bring all the rest of the auxiliary.

At the close of our recent membership contest the losing side entertained the winning side with a watermelon cutting. Every one reported a good time.

We are so glad to add another local number to that of the auxiliary, No. 632. We hope to have all eligible women from families of 632 real soon.

We thank the Baltimore correspondent, Mr. Gassaway, of No. 632, and all the others for their encouragement and compliments to auxiliaries.

Possibly this is a little premature, but just a word for thought.

An International Convention for auxiliaries of electrical workers. Surely the poor delegates to an auxiliary convention would not have to work so hard as the men delegates say they work.

We hope they could have a little time for sightseeing and entertainment even if the men delegates never do at their conventions.

MRS. CHARLIE BOONE.

WOMEN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.

Editor:

The Women's Auxiliary at Tampa are following the example of the Federated Women's Clubs by adjourning until after September 1, owing to the extreme hot weather.

Plans are being made to have a booth at the C. L. U. picnic Labor Day. This picnic is to be held at Lake Egypt and arrangements are being made for entertainment of a large gathering. All the trades organizations and their auxiliaries are to participate.

Mrs. R. J. Hamilton has presented our auxiliary with another member, a nine-pound girl. Brother and Mrs. Hamilton are enthusiastic members and apparently believe in building up the membership.

At our last meeting Mrs. L. T. Payne resigned as secretary and the writer was appointed to fill the position for the balance of the year. Mrs. Payne has served in this capacity faithfully and we regret that other duties must claim her attention. Hope it's not the sunshine, Mabel.

June 28 the auxiliary gave a fish fry at the home of Mr. and Mrs. Harry Kilmer. A large delegation from St. Petersburg attended and a royal evening was had. A blind auction was held after the supper and many a good laugh resulted. Ask Mr. Reisen, of St. Petersburg, he knows.

We were all much interested in Seattle's letter, and it made the writer homesick, having lived there some time, but don't think that Florida hasn't its attractions, too. We have it on you in one way, Seattle, for we can have beach parties and bathe while you are digging out the heavy undies and galoshes.

Seattle takes a good viewpoint and I note that others are seeing the value of creating a social atmosphere which brings us all together under one roof, one big family. A better understanding of one another begets a loyalty which is adamant. We may have our family spats but when the common foe approaches he will be confronted by a unit whose strength is not to be disputed. I think the Women's Auxiliary should adopt a national slogan, say, all for one and one for all.

I see that we had five letters from the women in the last WORKER, from No. 46 in Seattle to No. 508 in Savannah. There are a lot of vacant numbers yet and subscriptions are always in order. Get busy, some of you boys, and pep your girls up. You both don't know what you are missing. Let us all get our shoulder to the wheel and roll the old chariot along and we won't be far behind.

MRS. R. H. SMITH.

WOMEN'S AUXILIARY L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

The Women's Auxiliary of I. B. E. W., No. 308, met Monday evening, July 7, at the home of Mrs. Edwin Davis.

Brother J. D. Baker, president of I. B. E. W. No. 308, installed the officers who were as follows:

Mrs. H. Resin, president; Mrs. M. Marks, secretary; Mrs. J. D. Baker, vice president; Mrs. Bliss, treasurer.

The meeting was opened by Mrs. H. Resin, president, and several new members were welcomed. Plans were discussed for a beach party for August, when the Tampa Auxiliary, I. B. E. W., No. 108, and Brothers will be our guests. After all business was dispensed with we were joined by the Brothers of I. B. E. W., No. 308.

Refreshments were served and a good time had by those present.

MRS. MALCOLM MARKS.

NOTICES

Any local or member that comes in contact with a lineman by the name of Charles Mann, and he shows a card claiming membership in Local No. 15, please take serial number and send it to Local No. 15, Jersey City, N. J. This man never did belong to Local No. 15 and as far as I know he has not carried a card in the last four years. The last heard from he was in Warren, Ohio, where he got away with some money.

Yours truly,

LOCAL NO. 15,
Jersey City, N. J.,
Box 69, Five Corners.

LIFE OF GREAT RAILROAD COLOR- FULLY RECORDED

(Continued from page 446)

ages between Baltimore and Ellicotts Mills. Today there are over 1,500 men—out of a total of 68,907 in the company's employ—who have been working for the road for 40 years and upwards. 159 men have a record of 50 years or more of faithful service.

"With such human material with which to mold Mr. Willard was able to develop a group of railroad workers which, for spirit and loyalty and morale, today is without superior anywhere. Always he has fostered promotion within the ranks of the company; yet never to the extent of using mere seniority as the only test for a man's advancement. The record of his 18 years shows but few men brought to the road from the outside for executive positions. On the other hand, the road's records are filled with almost countless instances of men rising from train crew or machine shop or trackside or office force to positions of steadily increasing executive importance. Baltimore & Ohio has not only found men in its own ranks for its official posts, but it has trained them for other roads. At this time the presidents of two important eastern railroads—the Lackawanna and the Central Railroad, New Jersey—are recent Baltimore and Ohio graduates."

Pioneers in Labor Relations

It was this feeling of congeniality on the B. & O. which made the union co-operative plan a success.

"From the very outset the plan worked. It worked better all the while, as it went along. More and more, the men themselves came forward with many small (a few rather large) but practical suggestions, which went toward the better working of the shops. After a year, it was decided to adopt the plan in all the principal shops of the system—about 45 in all, and employing, all told, some 25,000 workers. A formal agreement was entered into between the railroad company and the Federated Shop Crafts in its services, by which co-operative committees were set up in each of these 45 shops and arrangements made for these committees to meet at least twice each month. This plan has since continued.

"In the first eight months of its working some 657 meetings, with an average attendance of 12 men at a meeting, were held. Just 5,272 suggestions, ranging all the way from the proper handling of a locomotive in the back shop down to the need of a new sidewalk across to a roundhouse door, were received. Of these, 3,810 were adopted.

"That was an eight months' trial period. The most recent figures at hand cover a

46 months' period. In these 46 months, 4,615 meetings have been held, 20,247 suggestions have been received and discussed, 17,158 adopted. No longer is the plan considered experimental. It has now been followed by many other railroads in the United States; in Canada, the Canadian National Railways, the largest single system upon the continent, has adopted it, with a large degree of success."

This interesting history of a great railroad was written by Mr. Hungerford in commemoration of the 100th anniversary. It was timed with the Fair of the Iron Horse. At that time—now three years ago—we wrote of the B. & O.:

"Each day for two weeks in September and October, 60,000 persons gathered in Baltimore and cheered a railroad as though it were a person."

This "personal" living quality of the B. & O. is the greatest thing about it. Such vitality no other institution has more or clearer share. Its founders and its perpetuators are in tune with it, and continue to turn this living side always to the public. It is this quality that makes the B. & O. a pioneer in human relations.

COLLEGE HONORS CRAFTS AND BUILDING CREWS

(Continued from page 453)

where have arts and the building crafts received greater and higher inspiration, encouragement, and reward than in and by the Catholic Church, the creator of the finest monuments in architecture and in every art that civilization ever has produced. In the name of this church of mine, and in the name of God, my faith in Whom I hereby proudly profess before you workers, I have blessed this ground, and I invoke upon you all His supreme guidance, blessing and protection. May we be vouchsafed the favor of finishing this great enterprise without any mishap of serious nature to any among you whose performance of duty is not seldom fraught with peril to your safety. May God bless and protect you, my dear and esteemed workers and builders of this New Pontifical College Josephinum, and may He protect and bless your families and your own, one and all, for the noble contribution you are making to the glory and honor of Almighty God, to Whom this ground is dedicated for the service of coming generations and to Whose honor these buildings are erected, equipped, and embellished by the skill and labor of your hands and by the devotion of your hearts. I thank you."

NEW GROUP OF HONORED MEMBERS FILE FOR PENSIONS, JULY

In accord with the provisions of the constitution requiring that the International Secretary "shall publish the name of the applicant and the number of the local union of which the applicant is a member in the two issues of the official JOURNAL preceding the next meeting of the I. E. C.," the list making application for the Brotherhood pension, is herewith appended:

L. U. No. 3	George F. Davis.
L. U. No. 3	Chas. S. Greene.
L. U. No. 3	Albert W. Huck.
L. U. No. 3	A. C. Sullinger.
L. U. No. 3	Henry A. L. Tiemann.
L. U. No. 3	Richard S. Thomas.
L. U. No. 3	H. C. Weissner.
L. U. No. 43	J. F. Williams.
L. U. No. 52	George W. Shepherd.
L. U. No. 83	H. M. Scott.
L. U. No. 130	S. G. Clissold.
L. U. No. 134	John G. Buick.
L. U. No. 134	F. P. Kinsley.
L. U. No. 134	F. E. Lockman.
L. U. No. 134	Frank Mally.
L. U. No. 134	W. E. McFadden.
L. U. No. 151	A. Wagner.
L. U. No. 212	George Rost.
L. U. No. 595	W. S. Tyler.
I. O.	Wm. M. Jeffreys.
I. O.	R. Lavoie.
I. O.	Chas. Murphy.
I. O.	John H. Berkeley.
	G. M. BUGNAZET, International Secretary.

ALIBI ARTISTS USUALLY USE "DEMOCRACY" AS A SCREEN

(Continued from page 451)

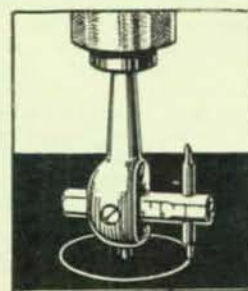
would be only too glad to have lots of alibis that he has to consult the membership on everything he does. It is to his credit that he is willing to assume a lot of responsibility at such a time as this. You know the usual politician type is always ready to take on himself something that he knows is going to turn out all right and smilingly admit that he did it, but when there is some question as to how a thing is going to turn out he is very anxious to let the "peepul" vote on it. In other words, he is then very democratic because what is every one's business is nobody's business when it comes to placing the blame.



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Here is another fine example: You remember when we used to curse out Morgan and the private bankers for deliberately causing panics and the dear protectors of the "peepul" used to froth at the mouth telling us what a shame it was—that the government ought to control the banking business and credit, and then we wouldn't be subject to these personally pulled panics just for private greed and gain.

Well, did you notice how we have abolished all panics? The four or five million unemployed after the war were just a case of post war depression, so we will eliminate that, but have you noticed any men out of work, out your way, lately? Does it look like the panics we used to have in the good old days of private banking or do the out of works get any satisfaction in knowing that we, the "peepul" are now doing the same stunts, or at least cannot escape the usual results of the swings of business due to modern business methods, and no one pulling the strings?

If our entire membership voted to go out on strike, when there were as many unemployed electricians as those of us on the job, would that make it the right thing to do and compel success just because we voted for it? Has not the International Office more information about conditions than the membership has and can use that information more intelligently? If not, then it is not a question of giving the International President too much power, but a matter of getting the right man in the president's chair.

For my part I think we are lucky to have a man like Brother Broach in the chair. No, I am not looking for a job on the constitutional committee. I have a job where we are under the strictest kind of military autocracy, but due to intelligent co-operation with the powers that be and maintaining an organization that is as near 100 per cent as you will find anywhere on a government job, we are enjoying good conditions, and like it, and might not like all the freedom in the world if it meant bread lines every three years or so and never knowing if we were going to make all the payments on the gadgets in the house or not.

We didn't object to giving President Wilson all the power in the world, when he needed it, during the big fight, and he was the best friend that labor ever had. It is going to be a harder and harder fight for the lives of our international unions than ever, before long, and I am in favor of giving our International Officers all the power they want, and good salaries along with it. Compare the status of well-organized workers with poorly-organized ones and see what the difference has been ever since 1915. That alone is worth all the cost, abuse of power (if any), and everything else that goes along with an organization with a head to it.

Excuse my long-windedness, but I am fed up on this old bunk of giving a lot of members a vote on things when they would rather go out auto riding than worry about the union's business and waiting to explain to all the novices just what everything is about so they can vote "intelligently" on the "question." A general takes a vote of his soldiers before he initiates a campaign—like hell he does!

Every man, however obscure, however far removed from the general recognition, is one of a group of men impressible for good, and impressible for evil, and it is in the nature of things that he can not really improve himself without in some degree improving other men.—Charles Dickens.

Relative Value of Building Items

Wisconsin is named in a survey on national construction recently made public in Washington by the Committee on Recent Economic Changes of the Presidents Conference on Unemployment as one of a group of neighboring states where street paving and road building were the main item of public works contracts awarded during the past 11 years. School building stood second.

Within the area comprising Illinois, Indiana, Iowa, Wisconsin, Southern Michigan, Missouri, Kansas, Oklahoma, and Nebraska, out of all contracts for public improvements, aggregating \$3,971,527,000, in the years 1919 to 1929, inclusive, the street paving and road building item amounted to \$1,497,056,000, according to the survey. School building contracts totalled \$1,007,688,721. The school construction item, however, includes private educational building.

The survey, covering all phases of the construction situation in this country, was begun in July of last year at the suggestion of President Hoover for the purpose of appraising permanent improvement construction as a factor in stabilizing business. The survey and an interpretative report signed by the Committee on Recent Economic Changes have been published together under the title "Planning and Control of Public Works." The survey was prepared by Dr. Leo Wolman, of the research staff of the national bureau, assisted by the U. S. Department of Commerce. The F. W. Dodge Corporation furnished the statistics pertaining to public works contracts in the area in question.

The bulk of public construction, the sur-

vey shows, was that of roads and schools, other contract items for the eleven-year period in the area being as follows: Hospitals and institutions, \$289,239,000; bridges, \$275,253,000; sewage systems, \$371,427,000; waterfront developments, \$145,908,000, and public buildings, other than schools, \$129,042,000.

Street paving and road construction was the leading item, and school building second in three other areas covered by the Dodge Corporation statistics for the 11-year period, the district comprising Minnesota, North Dakota, South Dakota and Northern Michigan, another district comprising Ohio, West Virginia, Kentucky and Western Pennsylvania, and in a third district comprising Eastern Pennsylvania, Southern New Jersey, Maryland, Delaware, District of Columbia and Virginia.

School building, public and private, was in the lead on the other hand in the following two areas: A section comprising New York state and Northern New Jersey and another comprising the New England states.

About \$3,500,000,000 annually is now spent on public works throughout the United States, or from 35 to 40 per cent of the total of all construction, and the trend is rising, the survey shows.



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1. O.	16418 17046	122	130101 130220	259	913520 913580	416	90803 90809	594	691468 691479
1	75029 75317	124	158595 158568	262	792859 792905	417	249492 249511	595	885444 885556
1	963654 963674	125	897587 898103	263	689735 689760	418	891217 891303	596	440421 440429
1	697881 697828	129	314497 314507	268	417421 417424	421	619141 619170	599	924492 924506
2	957601 957780	130	127031 127290	269	656561 656600	425	731684 731687	601	546376 546402
3	Series A. 23695-23700	131	772065 772988	269	124501 124558	427	134334 134386	603	620692 620700
3	" A. 23869-23961	132	691750 691754	270	694180 694200	428	549241 549259	607	600808 600820
3	" B. 5886-5901	133	316125 316143	270	681501 681505	429	871466 871537	610	726382 726383
3	" C. 359-360	136	936037 936106	271	73571 73607	430	643377 643400	611	638099 638100
3	" D. 4631-4746	137	215651 215661	275	517990 518008	431	989912 989918	611	142501 142508
3	" E. 4665	138	785933 785972	276	354360 354381	434	662121 662147	612	170251 170257
4	647218 647230	139	788191 788230	278	410627 410636	437	117031 117130	613	941515 941600
5	123751 124370	140	99208 99282	280	589070 589087	440	123591 123606	616	675876 675881
6	64689 64800	143	739633 739726	281	220326 220355	441	703415 703422	619	675293 675314
7	863103 863240	145	91728 91807	284	941910 941954	443	680304 680307	622	584633 584637
8	867762 867798	146	988700 988707	285	641112 641133	444	528491 528537	623	998627 998675
10	665334 665365	150	700712 700715	286	639313 639321	446	698648 698669	625	482023 482049
12	800723 800731	151	79701 79945	290	732562 732570	449	616699 616706	629	860306 860348
14	36766 36781	152	576252 576279	291	527701 527730	450	46194 46200	630	595335 595353
15	863731 863743	153	931266 931294	292	78606 78765	450	677601 677605	631	944714 944729
16	671414 671438	155	417711 417720	294	723179 723198	451	608146 608151	632	678214 678232
18	150582 151080	156	702517 702555	295	992356 992368	453	672653 672682	636	230744 230788
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26	96511 96861	159	110403 110455	300	966777 966783	458	662881 662900	642	141751 141774
26	939794 939874	161	594616 594629	301	670562 670581	458	260701 260710	649	449235 449250
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30	598336 598357	165	654571 654580	305	698459 698487	464	652907 652928	653	674252 674275
31	150454 150458	169	673782 673799	306	677318 677440	465	77623 77722	654	599224 599232
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35	99821 100045	175	868397 868446	308	158576 158616	468	666215 666222	661	205507 205523
36	704901 704930	176	107156 107218	309	133711 134015	470	654885 654895	664	667441 667498
37	105091 105127	177	785446 785489	311	116413 116471	471	662537 662556	666	491085 491130
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42	629012 629023	185	219751 219781	323	657848 657868	490	80658 80662	683	926879 926910
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45	977651 977661	190	687963 687983	332	346359 346403	502	674746 674750	688	18480 18487
46	971671 971680	192	135017 135049	333	915913 915998	504	793295 793305	691	690327 690346
46	972751 972860	193	690180 690200	334	691150 691152	508	934357 934386	694	94116 94221
47	651068 651076	194	260401 260425	337	695923 695930	509	596711 596722	695	716955 716980
48	61921 62160	194	959194 959248	338	703721 703730	510	704046 704085	696	907437 907496
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51	922988 923031	196	959917 959963	340	165812 165899	516	618366 618386	697	168001 168139
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54	618005 618017	200	24521 24590	343	648350 648353	520	801806 801840	707	299646 299630
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62	663869 663882	208	473953 473980	349	123001 123017	528	747955 747997	716	68341 68600
65	126066 126066	209	448470 448500	349	901081 901100	532	809428 809510	717	866534 866600
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68	169591 169610	211	797301 797435	352	555713 555726	535	745688 745759	723	25761 25813
69	532659 532669	212	580057 580146	353	943377 943615	536	629833 629847	725	817711 817742
72	958200 958215	213	177001 177172	354	165026 165059	538	334415 334442	728	949367 949377
73	70974 71075	213	753122 753350	356	653083 653096	539	907976 907986	734	915279 915350
75	647641 647644	214	996526 996540	358	861701 861815	540	624739 624761	734	139501 139537
76	929191 929241	214	674375 674384	363	305217 305224	543	692038 692041	735	670835 670847
77	890576 890600	214	166643 166736	364	955460 955583	544	867037 867093	746	621378 621390
77	176251 176389	216	833126 833126	365	822291 822296	545	695032 695055	757	697240 697269
79	945918 946002	219	455757 455766	367	833197 833230	547	655782 655796	759	734679 734691
81	667815 667860	222	860712 860731	368	259508 259518	548	618599 618616	762	658536 658575
82	12751 12840	223	27121 27177	369	162832 162868	549	940300 940363	770	657040 657078
83	184661 185089	224	800274 800323	370	649468 649477	555	898911 898960	771	330544 330546
84	118698 118880	225	627007 627019	372	693322 693347	556	649064 649081	772	702226 702232
86	948001 948189	226	705535 705567	373	429195 429209	557	692375 692382	774	799333 799354
87	679105 679113	229	654288 654298	375	94670 94738	558	39233 39243	784	885075 885117
88	720607 720625	230	18505 18546	377	933474 933545	559	610247 610258	787	916125 916133
90	95470 95583	231	776082 776103	379	614792 614820	560	356786 356803	792	707008 707026
95	558500 558507	232	265284 265306	380	665922 665941	561	29590 29600	794	891796 891803
96	499420 499500	235	973778 973790	382	628121 628143	564	740687 740698	802	954439 954447
96	36061 36057	236	661192 661199	384	724450 724461	567	818381 818445	809	644773 644780
99	8016 8057	237	476840 476881	387	651968 651984	568	113719 113910	811	968031 968039
100	108001 108005	239	678505 678509	389	591171 591184	569	81212 81319	817	121087 121323
100	554997 555000	240	857686 857695	390	627723 627740	570	15842 15842	818	694637 694340
101	574404 574415	241	606835 606846	392	13743 13813	571	632760 632781	819	656661 656664
102	35489 35715	242	730395 730398	393	854231 854250	572	604118 604138	820	591483 591490
103	41041 41432	243	993893 993900	393	162001 162010	574	928293 928325	825	867071 867071
104	944441 944550	244	704327 704333	394	610951 610965	575	382332 382370	828	703151 703158
105	248178 248240	245	792341 792350	395	613050 613051	578	33920 34019	838	605519 605541
106	909679 909785	245	136501 136634	396	872307 872333	580	642675 642683	840	245212 245220
107	5411 5436	247	604314 604326	400	9991 10060				

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
863	701961	701982	991	684894	684900	MISSING		77	890591-592, 176320.
864	946391	946442	991	677001	677015			82	12777, 12834.
865	98439	98539	995	639713	639729	190	687965, 979.	99	8049, 8093.
870	794314	794353	996	626321	626323	255	56490.	120	224715.
873	364159	364174	1002	59422	59507	321	644279.	125	897730.
875	625217	625221	1012	668910	668912	325	37755-37772.	195	959243.
885	671235	671258	1021	970676	970697	347	950160.	223	27129-27130, 27143.
886	259288	259315	1024	117862	117907	389	591170.	245	136531-540, 560.
890	706361	706366	1029	789602	789619	407	731890.	249	634216.
892	651638	651657	1031	591198	591201	451	608149.	292	78614-620, 622-630.
900	597606	597611	1032	767825	767866	474	14910-14912, 14921-14924, 14926, 14928-14932.	307	680604.
902	543568	543599	1036	445875	445892	584	175001-175010.	308	158600.
907	38944	38950	1037	20561	20650	612	170254-255.	321	644297, 299.
912	28875	28966	1045	280092	280095	890	706365.	332	346362.
914	72593	72616	1047	430323	430356			347	950315.
918	704628	704653	1054	733141	733145	VOID		368	259505, 510.
919	59271	59280	1057	482340	482341	1	697887.	372	693335.
922	613758	613762	1086	699591	699623	3	Series D. 1471, 2391.	373	429208.
937	15157	15190	1087	681229	681235	1	697887.	405	536701, 720.
940	669543	669558	1091	350788	350813	21	635059.	415	701378, 384.
943	669201	669210	1095	599553	599573	28	102733.	430	258006.
948	834808	834868	1099	787293	787320	34	746792.	434	662146-147.
953	134119	134136	1101	341498	341508	35	99937.	441	999441.
956	632860	632864	1108	645727	645747	46	971328.	466	628569-570.
958	657230	657235	1118	622214	622267	46	971287, 295, 310.	474	14858.
963	38533	38552	1131	994423	994431	48	62016, 62026, 62090, 62092, 62100, 62123.	501	111323, 368.
968	869523	869524	1135	614078	614086	54	617965.	540	624749.
969	634070	634077	1144	533866	533871	65	126080, 133, 156, 230, 247, 303.	545	695046.
971	443047	443050						557	692309, 313.
972	665026	665034						568	113880.
978	325946	325986						570	15825.
982	439089	439099						575	382263-264.
987	976351	976356						578	33941.

VITAL WORK OF RAILROAD SCHOOL BUREAU TOLD

(Continued from page 447)

ment and by inclination will become true craftsmen.

Heretofore, we have been content to give to the apprentice only a practical training, limited by the facilities of the shop in which he is indentured, and graduating him as a mechanic, who knows how the different jobs on which he has worked are done, but who knows little about "why" they are done thus or so. The bureau's plan provides for teaching the apprentice the "why" and opens up for him new visions of the possibilities in his field, by reason of his ability to think and to analyze and the habit of study which he has formed.

Theoretical and Practical

The Railway Educational Bureau's training for railroad electrical apprentices is based on teaching the apprentice fundamentals, not merely in an abstract way, but in a practical application to the everyday problems with which he is confronted. In this manner, the apprentice can visualize the relationship as between practice and theory and his term of apprenticeship becomes an intensely interesting period of study, disclosing to him as he progresses, a new world of ideas and thoughts of his work. The training is divided along two, generally speaking broad lines, one termed for convenience, "general instructions" and the other "lay-out." On the general instruction side the apprentice is given the review of mathematics, which is fundamental, interspersed with such interesting subjects as the history of transportation, the origin and development of the apprenticeship system, the use of shop tools, and elementary chemistry. These subjects are introduced to break the monotony of mathematics and to at the same time teach the apprentice something about the background of his trade. The review of mathematics is carried through the application of shop formulas, plain and solid mensuration and concludes with logarithms and trigonometry. This takes him over a period of 25 months and has given him a well grounded grasp of the mathematics he must know if he is to be taught the theory of direct and alternating current electricity, it having been our experience that it is impossible to teach an apprentice the theory of electricity unless

he has the necessary understanding of mathematics to enable him to apply the theory. The remaining 23 months of the apprentice's time on this side of his training is devoted entirely to the theory and application of direct and alternating current work.

On the other side of his training, the "lay-out" side, the apprentice is first taught to read blueprints and the principles used in making blueprints. He is likewise taught shop sketching, and how to actually make both right line as well as isometric sketches. He is furnished a set of drawing instruments by the railroad company, and is taught the geometrical method of construction of shop drawings. This is followed by teaching him the theory of projection, sections, intersections and developments including triangulation, which enables him to apply the theory of the drawing he has had, to the layout of any practical problem which he may encounter in the shop. This has taken the apprentice through 30 months on this side of the training. The remaining 18 months are now spent in teaching the apprentice different wiring circuits, a study of the National Electric Code, electric welding, automatic train control, electric headlight work and electric car lighting.

Well-Balanced Mental Diet

The two lines of training run parallel, so that the lesson study schedule for apprentices consists of two lessons each month, one on the "general instruction" side and the other on the "lay-out" side. This constitutes a well-balanced systematic progressive course of study for apprentices and develops them gradually, so that when they have completed their apprenticeship, they can well be designated as craftsmen, competent and qualified to not only do the work of their trade, but to understand what they are doing.

A railroad's function is primarily that of furnishing transportation, not education, so that the relationship as between the rail-

roads and the Railway Educational Bureau, is such that the railroad administers the training plan through a corps of traveling apprentice instructors, who visit each station where apprentices are employed and who interview the apprentices and encourage and assist them in their lessons. The apprentices prepare their lessons on their own time at home, and this in itself develops initiative and discipline in the apprentices. The lessons are sent to the Bureau for correction and grading and are returned to the apprentice, who is required to make a grade of 75 per cent to pass on the lesson. The Bureau in turn makes a monthly report to the railroad as to the lessons sent in by each apprentice, together with the grades made on them. Thus the educational phase of the work is done by the Bureau which is organized for the purpose and the administrative work is done by the railroad, as is proper.

The Bureau's technical training plan has now been in effect on several of our railroads for a period of four years. The results accomplished have exceeded our expectations and the apprentices who have completed their apprenticeship are qualified mechanics. Many of them, not kept in railroad service, because of present business conditions, are working in outside industries and are doing well.

The railroad industry must, if it expects to progress, engage in an educational policy, sufficiently broad, to include its supervisors and its mechanics as well as its apprentices. This is apparent when a comparison is made of the progress that has been made in a material way, with the little progress made in the human side of the industry. Mechanics today are little better trained than they were 20 years ago, and so this educational policy must be inaugurated, if we are to train our men.

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—*Pasteur.*

